

Education and Training Committee, 9 June 2016

Continuing professional development audit report 2013-15

Executive summary and recommendations

The attached document is the fourth written report on the CPD audit process. It also presents a review of the 16 professions audited between 2013 and 2015 including social workers in England who have been audited for the first time. Chiropodists / podiatrists and operating department practitioners have been audited for the fourth time. All other professions are now on their second or third audit.

Decision

The Committee is asked to:

- Recommend approval to Council of the attached document for publication, subject to minor editorial amendments and legal scrutiny.

Background information

This report is intended to provide a review of the CPD process so far. It looks in detail at the standards, audit process, assessments and finally the audit results of the 16 professions who were selected for audit during this period. The results are for paramedics, orthoptists, speech and language therapists, prosthetists / orthotists, clinical scientists, occupational therapists, biomedical scientists, radiographers, physiotherapists, arts therapists, dietitians, chiropodists / podiatrists, hearing aid dispensers, social workers in England, operating department practitioners and practitioner psychologists. CPD assessors have contributed to the report, providing feedback and suggestions for those selected for audit in the future.

The report will be art-worked and ready for publication in autumn 2016. It will be distributed to professional bodies and other key stakeholders.

Resource implications

The publication falls within the Operations Department and Communications Department work plans. The Registration Department have worked closely with the Communications and Policy Departments to produce the document. The editing, design and production of the publication is being managed by the Publications Manager.

Financial implications

The publication falls within the Registration Department budget.

Date of paper

26 May 2016

2013–15

Continuing professional development audit report

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Foreword

Our approach to auditing the quality and effectiveness of registrants' CPD activities is now becoming an embedded feature of the registration cycle. We have audited most professions more than once and seen a high level of engagement with the process among registrants.

This is our fourth report on CPD audits, which covers the period between 2013–15. During that time we invited 8,164 registrants to submit their CPD portfolios. In the majority of cases the quality was high, with the vast majority of registrants demonstrating they had met the standards.

The CPD standards were published in 2006 and the first audits began in 2008. This year we published the findings of an external review into our CPD process, this can be found on the HCPC web site. The key findings were as follows:

- 90 per cent of respondents said they understood the CPD standards 'well' or 'completely'.
- 57 per cent of respondents felt that the current standards should remain as they are, this view was echoed by professional bodies and employers.
- 69 per cent of respondents agreed that the current CPD standards encouraged them to reflect and think critically about their practice.

The research also raised some issues for further consideration in the forthcoming review of CPD standards. These included:

- the rigour of the standards and audit process;
- working with professional bodies to develop more examples of good practice; and
- raising awareness and the profile of CPD requirements among employers.

The CPD standards are being reviewed during 2016 and research is currently being carried out.

For those registrants who are about to embark on the process of submitting their CPD portfolio, I would urge them to look at the HCPC web site and relevant professional body sites. Also to share this with managers and colleagues and elicit support from as many sources as possible.

Elaine Buckley
Chair

Introduction

About us

We are the Health and Care Professions Council. We are a regulator and our main aim is to protect the public. To do this, we keep a register of professionals who meet our standards for their training, professional skills, behaviour and health. We can take action if someone on our Register falls below our standards.

Our main functions

To protect the public, we:

- set standards for the education and training, professional skills, conduct, performance and ethics of registrants;
- keep a register of professionals who meet those standards;
- approve programmes which professionals must complete before they can register with us; and
- take action when registrants do not meet our standards.

Continuing professional development and the HCPC

We define continuing professional development (CPD) as a way for registrants to continue to learn and develop throughout their careers in order to keep their knowledge and skills up-to-date and be able to work safely and effectively.

Each time a profession renews its registration, we take a random sample of registrants and ask them to provide us with information about their CPD to demonstrate that they have met our CPD standards.

The standards

Our standards say that a registrant must:

1. maintain a continuous, up-to-date and accurate record of their CPD activities;
2. demonstrate that their CPD activities are a mixture of learning activities relevant to current or future practice;
3. seek to ensure that their CPD has contributed to the quality of their practice and service delivery;
4. seek to ensure that their CPD benefits the service user; and
5. upon request, present a written profile (which must be their own work and supported by evidence) explaining how they have met the standards for CPD.

About this report

This report describes the outcomes of the audits for the sixteen professions who were audited between 2013 and 2015. It includes information about the audit process, statistics showing the outcomes of the audits and describes some trends we identified in the audits.

Below is a list of the audits that took place between 2013 and 2015, by profession and in the order that the audits took place.

- Paramedics
- Orthoptists
- Speech and language therapists
- Prosthetists / orthotists
- Clinical scientists
- Occupational therapists
- Biomedical scientists

- Radiographers
- Physiotherapists
- Arts therapists
- Dietitians
- Chiropodists / podiatrists
- Hearing aid dispensers
- Operating department practitioners
- Social workers
- Practitioner psychologists

The CPD audit process

Registration and CPD

Registrants must renew their HCPC registration every two years and each profession has fixed renewal dates. Each time a profession renews its registration registrants are asked to sign a renewal form to confirm that they continue to meet the HCPC's standards of conduct performance and ethics, the standards of proficiency for their profession, and have met the standards for continuing professional development.

CPD is linked to registration renewal. This means that each time a profession renews its registration we also select a sample of registrants, asking them to send us a 'CPD profile' which provides information about their CPD activities and shows how they have met the CPD standards.

Selection

We currently select a random sample of 2.5 per cent of registrants to participate in the CPD audit when a profession renews its registration.

A registrant has to be on the Register for a full two years before they will be selected for audit. This allows them time to undertake CPD which meets our requirements and avoids selecting those new to their profession or those returning to practice after a break.

The selection is random because CPD is an on-going requirement for all registrants. A random selection ensures all registrants have an equal chance of being selected for audit. This also means that a registrant could be selected to participate in an audit more than once in their professional career or, indeed, in consecutive audits.

Sample size

When the first audits took place in 2008, we selected five per cent of the first two professions to renew and asked them to complete a CPD profile. Those professions were chiropodists / podiatrists, and operating department practitioners. Following the positive results of these audits, we subsequently reduced the sample size to 2.5 per cent.

The sample sizes we chose were in part informed by analysis carried out on our behalf by the University of Reading.¹ This looked at how confident we could be with different sample sizes that the audits would be successful in picking up instances where registrants were not meeting our standards. In deciding upon the sample size we also considered the role of the audits in encouraging all registrants to undertake CPD.

We are confident that auditing 2.5 per cent of registrants is a proportionate approach which gives us a good picture of whether or not professionals are meeting our standards, while keeping costs down to manageable levels. However, we will continue to monitor trends in the audit outcomes and the findings of on-going research activities to consider whether our approach should change in the future.

All of the 13 professions that were regulated when the CPD standards were introduced in 2006 have now been audited at least twice. Since then three new professions – hearing aid dispensers, practitioner psychologists and social workers in England – have joined the Register.

The first CPD audit for each of these professions was as follows.

- Hearing aid dispensers – from May 2012
- Practitioner psychologists – from March 2013
- Social workers in England – from September 2014

Assessing the profiles

CPD assessors

We have appointed 105 CPD assessors. They work as partners of the HCPC to undertake the assessment of CPD profiles, in the similar to the other partners who work with us on registrant assessments, fitness to practise panels and approving education and training programmes.

All of our CPD assessors receive training before they start assessing profiles. CPD profiles are assessed at our offices in London, with the assessors working in pairs and reaching a joint decision.

The assessors look at the profiles and accompanying evidence and discuss these before reaching their decision. As the CPD standards are the same for all the professions we regulate, we carry out 'cross-profession' assessment. This means

¹ University of Reading (2009). Advice on sample size for CPD audit process.
www.hcpc-uk.org/assets/documents/1000275520090326-Council-enclosure24-CPDsamplesizes.pdf

that while the first assessor will be from the same profession as the registrant whose profile is being assessed, the second assessor may be from a different HCPC profession.

Assessment outcomes

Assessors can recommend a range of outcomes. These are that

- the profile meets the CPD standards;
- the registrant needs to provide further information. This may happen if, for example, evidence is missing or the assessors need to know more about a CPD activity. The registrant will be given 28 days to supply the information;
- the registrant should be allowed further time to meet the CPD standards. This may happen if a registrant has shown a commitment to meeting the CPD standards but needs more time to do so. An extension of up to three months may be granted;
- the profile does not meet the standards.

Deferral

We recognise that, due to unavoidable circumstances, some registrants may need to defer (put off) their audit. For example, they may not be able to complete a CPD profile as a result of illness, family or personal circumstances or maternity leave. 'Deferral' offers those who cannot complete their CPD profiles due to circumstances beyond their control the opportunity to stay registered.

Registrants who would like to defer must write to us as soon as possible, giving their reasons for deferring and evidence to support it. Anyone accepted for deferral is automatically included in the next round of CPD audits for their profession.

Appeals

Those selected for audit are given three months in which to submit a CPD profile which demonstrates how they have met the standards. Registrants are sent information to help them complete their CPD profile and several reminders are sent if a profile is not received within the timescale.

A registrant who fails to provide a CPD profile within the allowed timeframe or whose submitted CPD profile is rejected may be removed from the register. The CPD process has been designed so that removal should only occur in those cases where a registrant has completely failed to undertake CPD or engage with the HCPC in the CPD process.

A registrant who is removed from the Register for not meeting the CPD standards has 28 days in which to appeal against that decision.

Any appeal will be heard by a registration appeal panel, made up of member of the HCPC Council (who acts as Chair), a person from the profession concerned and a lay person. The registrant can ask to attend the appeal hearing or for their appeal to be dealt with based upon the documents alone.

Assessor feedback

In the last CPD report, we asked our assessors for feedback on the CPD audit submissions they had assessed. Below are some key recommendations from CPD assessors who were involved in the audits between 2013 and 2015 which they think would help registrants to complete a CPD profile.

Do:

- keep it simple. Use simple language to describe the CPD you have done, what you have learnt from it, and how it has benefited you and your service user(s).
- choose three to five CPD activities over the last two years. Tell us what you did, what you learnt, and the benefits to you and your service user(s).
- ensure the activities you discuss are a mixture of learning types and were undertaken in the last two years.
- remember to include a dated list, in chronological order, of all the CPD activities you have completed in the last two years to demonstrate that you have met CPD standard 1. Please explain any gaps of three consecutive months or more.
- provide a clear, easy to follow portfolio of evidence. Profile templates, examples and guidance can be found on our website.
- double check your profile before submitting it to us, ensuring all relevant documentation is included.

Don't:

- try to describe in detail every activity you have undertaken over the last two years. Selecting a small number of different activities that you feel benefited you the most and writing about each one is a better approach (see above).
- send us evidence of all your CPD activities. We only need evidence to support the activities you have written about to demonstrate standards 3 and 4.
- include identifiable information, this must be anonymised before including it with your CPD profile. This is any information you hold about a service user(s) that could identify them, such as names, addresses or any other personal information.
- include CVs.
-

Audit Results

In this section we give statistics for the outcome of the CPD audits for the sixteen professions we audited between June 2013 and March 2015.

For each of the professions we have included a table which outlines the outcome of the audit. We have also included some descriptive information, pie charts and graphs to illustrate some of the trends we identified in the audit. The audit outcomes are listed by profession, in the order that we audited each profession.

Key to tables and graphs

The results of the CPD audits are presented by profession. We have categorised each registrant audited into one of six different categories. An explanation of these categories is given below.

Accepted	The CPD profile met the CPD standards.
Deferred	The registrant was selected for audit but requested deferral due to unavoidable circumstances, and we accepted their request.
Deregistered (voluntarily)	The registrant was selected for audit but removed their name from the Register and so did not participate in the audit.
Deregistered (did not renew)	The registrant was removed from the Register because they did not renew their registration.
Under assessment	The registrant's CPD profile is currently being assessed.
Removed	The registrant was removed from the Register because they did not meet the CPD standards.

Table 1 – Summary of overall results 2013–15

Outcome	Number of registrants	% sample
Accepted	6,593	80.8
Deferred	877	10.7
Deregistered (voluntarily)	397	4.8
Deregistered (did not renew)	261	3.2
Under assessment	14	0.2
Removed	22	0.3
Total	8,164	100

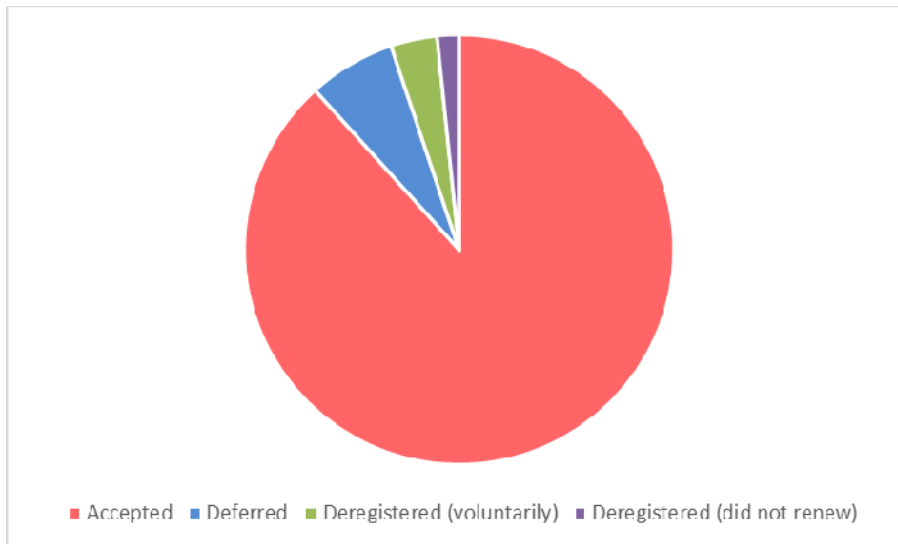
Paramedics

We selected 2.5 per cent of paramedics for audit in June 2013.

Table 2 – Outcome of paramedic CPD audit

Outcome	Number of registrants	% of registrants
Accepted	430	88.3
Deferred	32	6.6
Deregistered (voluntarily)	17	3.5
Deregistered (did not renew)	8	1.6
Under assessment	0	0
Removed	0	0
Total	487	100

Graph 1 – Outcome of paramedic CPD audit

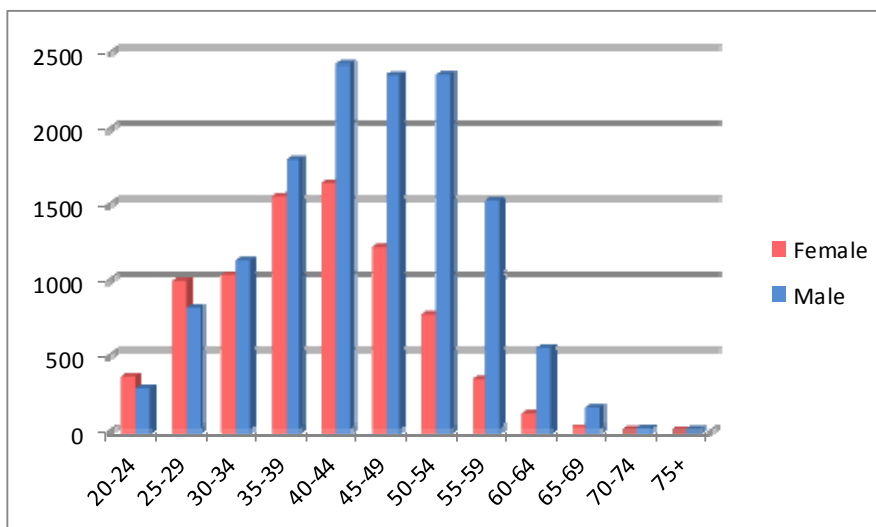


- The average age of those selected for audit was 47 years, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 37 per cent of those selected were female and 63 per cent were male.

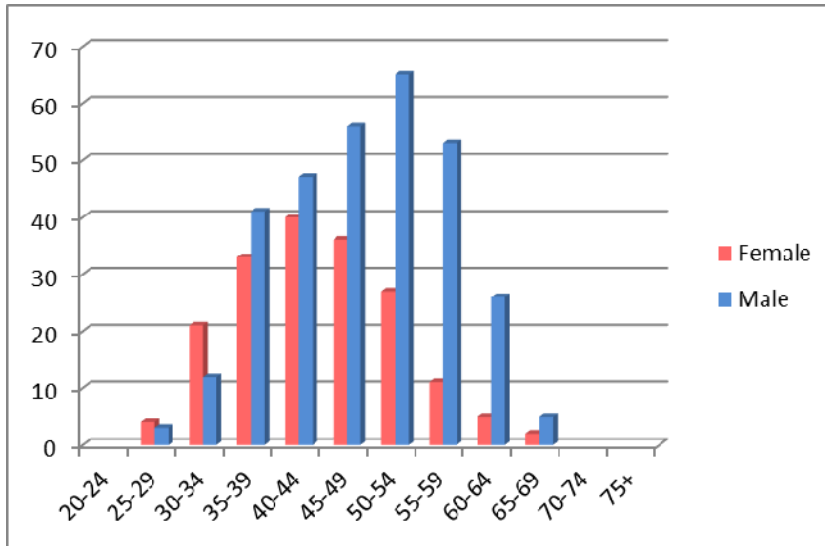
- Approximately one in 19 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 32 registrants across the profession as a whole.
- The average age of paramedics selected for audit who requested voluntary deregistration was 55 years. The average age of paramedics who requested voluntary deregistration in the profession as a whole was 58 years.
- The average age of paramedics selected for audit who did not renew their registration was 49 years. The average age of paramedics who did not renew their registration in the profession as a whole was 48 years.

The following graphs illustrate the age range and gender split of paramedics as a profession as a whole and those selected for audit.

Graph 2 – Age and gender of paramedics across the whole profession



Graph 3 – Age and gender of paramedics selected for CPD



Deferrals

There were 32 successful deferral requests.

Table 3 – Reasons for deferral – paramedics

Reason for deferral	Number
Maternity leave	7
Health	13
Family health	2
Employment situation	3
Domestic situation	3
Academic study	2
Bereavement	2

Comparison with previous audit

This was the third CPD audit for paramedics. Their first audit took place in June 2009. The following table compares the results from the three audits.

Table 4 – Comparison with previous audits – paramedics

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2009 audit	79.8	6.9	2.4	1.1	9.8	0
2011 audit	85	11	1.9	1.9	0	0.2
2013 audit	88.3	6.6	3.5	1.6	0	0
Difference 2011 v 2009	5.2	4.1	-0.5	0.8	-9.8	0.2
Difference 2013 v 2011	3.3	-4.4	1.6	-0.3	0	-0.2

This shows that more paramedic profiles were accepted in the 2013 audit than in the previous audits. There were also more deferral requests in 2011. It should be noted that when the 2009 data was collected, there were a higher number of paramedic profiles still under assessment.

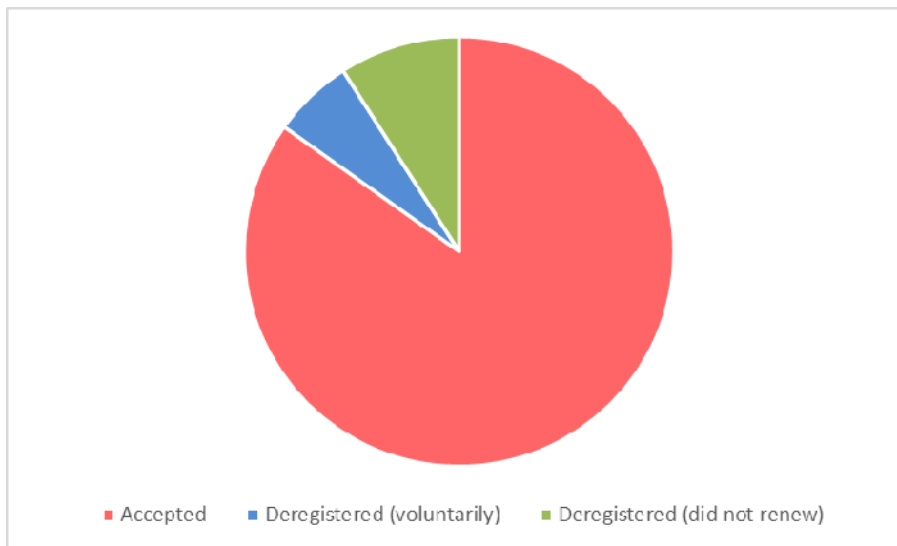
Orthoptists

We selected 2.5 per cent of orthoptists in June 2013.

Table 5 – Outcome of orthoptist CPD audit

Outcome	Number of registrants	% sample
Accepted	28	84.8
Deferred	0	0
Deregistered (voluntarily)	2	6.1
Deregistered (did not renew)	3	9.1
Under assessment	0	0
Removed	0	0
Total	33	100

Graph 4 – Outcome of orthoptist CPD audit

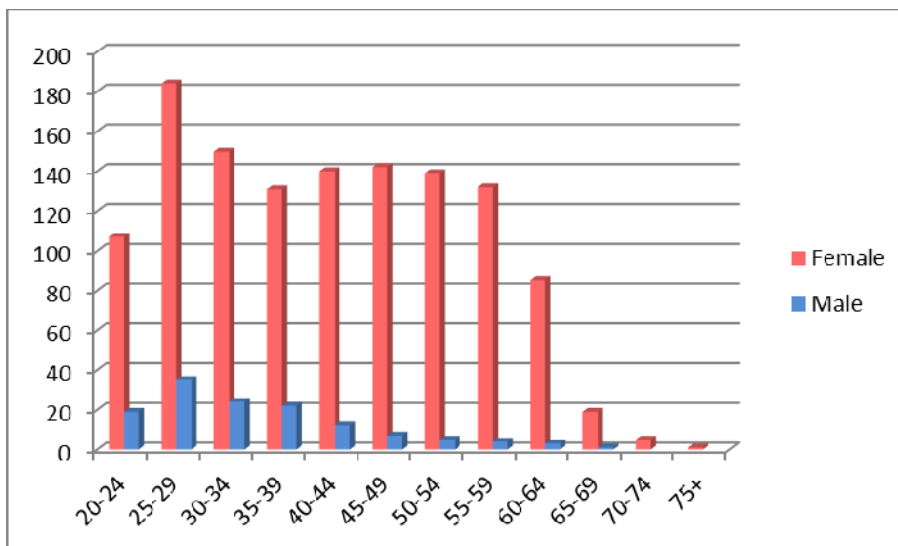


- The average age of those selected for audit was 45 years, compared to an average age of 41 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 91 per cent of those selected were female and 9 per cent were male.
- Approximately one in seven registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 13 registrants across the profession as a whole.

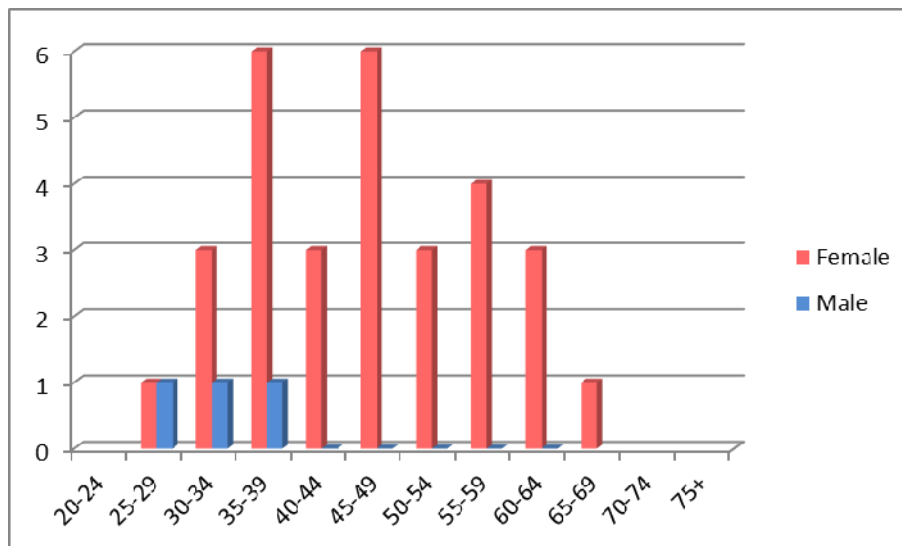
- The average age of orthoptists selected for audit who requested voluntary deregistration was 57 years. The average age of orthoptists who requested voluntary deregistration in the profession as a whole was 60 years.
- The average age of orthoptists selected for audit who did not renew their registration was 42 years. The average age of orthoptists who did not renew their registration in the profession as a whole was 39 years.

The following graphs illustrate the age range and gender split of orthoptists as a profession as a whole and those selected for audit.

Graph 5 – Age and gender of orthoptists across the whole profession



Graph 6 – Age and gender of orthoptists selected for CPD



Deferrals

There were no deferral requests.

Comparison with previous audit

This was the third CPD audit for orthoptists. Their first audit took place in June 2009. The following table compares the results from the three audits.

Table 6 – Comparison with previous audits – orthoptists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	73.4	10	3.3	3.3	10	0
2011 audit	75.8	12.1	12.1	0	0	0
2013 audit	84.8	0	6.1	9.1	0	0
Difference 2011 v 2009	2.4	2.1	8.8	-3.3	-10	0
Difference 2013 v 2011	9	-12.1	-6	9.1	0	0

This shows that more orthoptist profiles were accepted in 2013 than in the previous audits. There were no deferral requests and fewer voluntary deregistration requests.

It should also be noted that when the 2009 data was collected, there were a higher number of orthoptist profiles still under assessment.

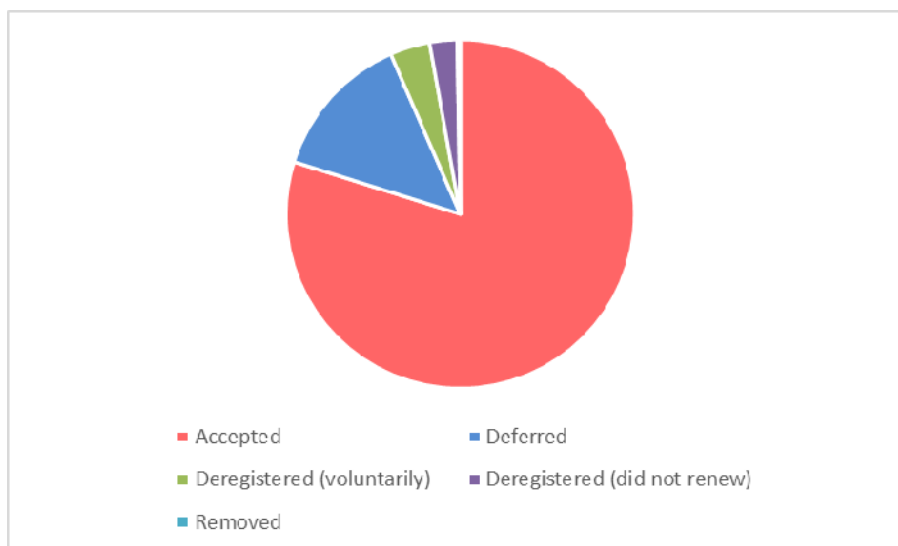
Speech and language therapists

We selected 2.5 per cent of speech and language therapists for audit in July 2013.

Table 7 – Outcome of speech and language therapist CPD audit

Outcome	Number of registrants	% sample
Accepted	281	79.8
Deferred	48	13.6
Deregistered (voluntarily)	13	3.7
Deregistered (did not renew)	9	2.6
Under assessment	0	0
Removed	1	0.3
Total	352	100

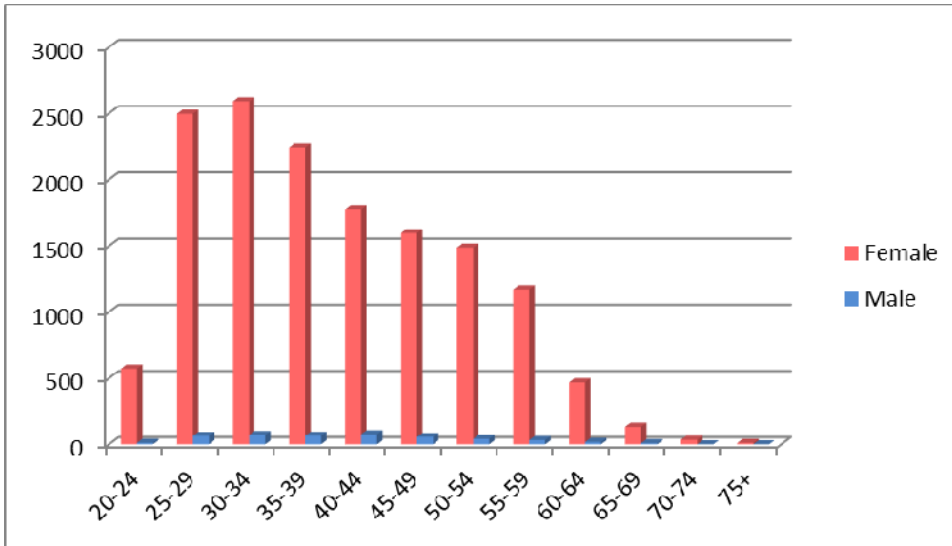
Graph 7 – Outcome of speech and language therapist CPD audit



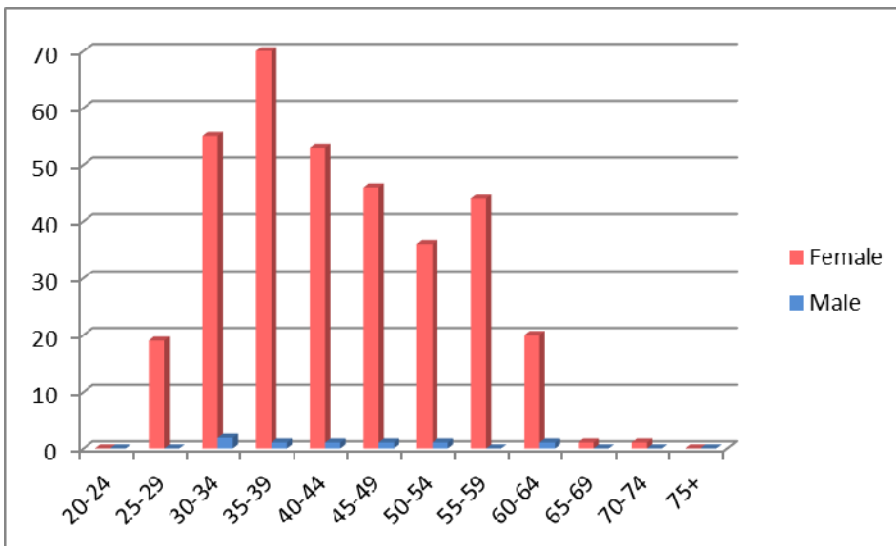
- The average age of those selected for audit was 44 years, compared to an average age of 41 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 98 per cent of those selected were female and two per cent were male.
- Approximately one in 16 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This reflects the average of the profession as a whole during the period covered by this report.
- The average age of speech and language therapists selected for audit who requested voluntary deregistration was 50 years. The average age of speech and language therapists who requested voluntary deregistration in the profession as a whole was 51 years.
- The average age of speech and language therapists selected for audit who did not renew their registration was 44 years. The average age of speech and language therapists who did not renew their registration in the profession as a whole was 38 years.
- One registrant was removed from the Register for failing to send in their CPD profile despite being sent several reminders. They did not appeal that decision.

The following graphs illustrate the age range and gender split of speech and language therapists as a profession as a whole and those selected for audit.

Graph 8 – Age and gender of speech and language therapists across the whole profession



Graph 9 - Age and gender of speech and language therapists selected for CPD



Deferrals

There were 48 successful deferral requests.

Table 8 – Reasons for deferral – speech and language therapists

Reason for deferral	Number
Maternity leave	33
Health	4
Family health	1
Employment situation	6
Domestic situation	1
Bereavement	3

Comparison with previous audit

This was the third CPD audit for speech and language therapists. Their first audit took place in July 2009. The following table compares the results from the three audits.

Table 9 – Comparison with previous audits – speech and language therapists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	82.6	9.5	4.9	3	0	0
2011 audit	77.5	15.2	3.3	4	0	0
2013 audit	79.8	13.6	3.7	2.6	0	0.3
Difference 2011 v 2009	-5.1	5.7	-1.6	1	0	0
Difference 2013 v 2011	2.3	-1.6	0.4	-1.4	0	0.3

This shows that more speech and language therapist profiles were accepted in the 2013 audit compared to 2011. There were fewer deferral requests in 2013.

Prosthetists / orthotists

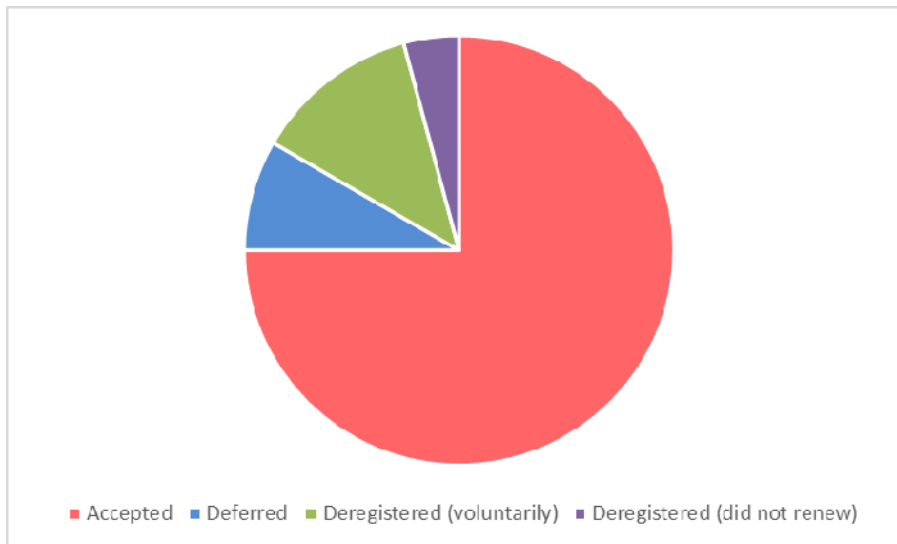
We selected 2.5 per cent of prosthetists / orthotists for audit in July 2013.

Table 10 – Outcome of prosthetist / orthotist CPD audit

Outcome	Number of registrants	% sample
Accepted	18	75
Deferred	2	8.3
Deregistered (voluntarily)	3	12.5
Deregistered (did not renew)	1	4.2
Under assessment	0	0
Removed	0	0

Total **24** **100**

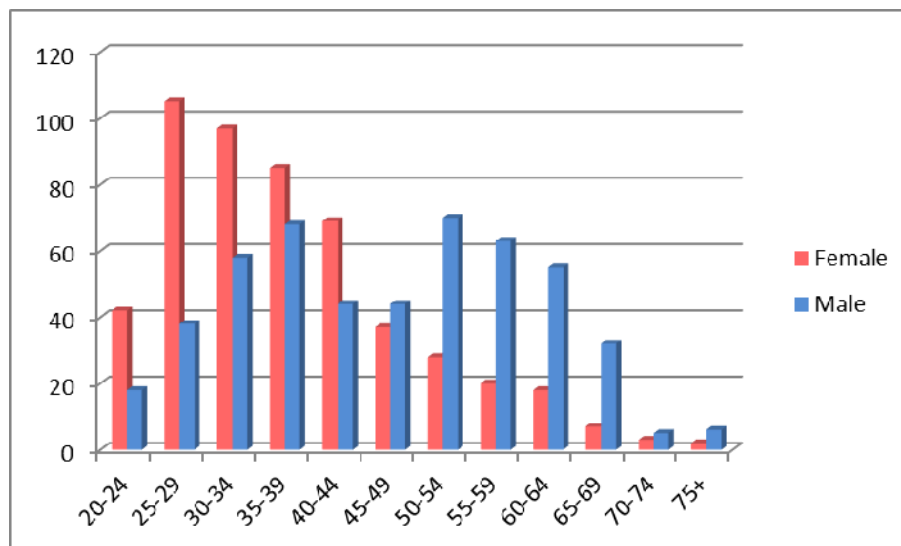
Graph 10 – Outcome of prosthetist / orthotist CPD audit



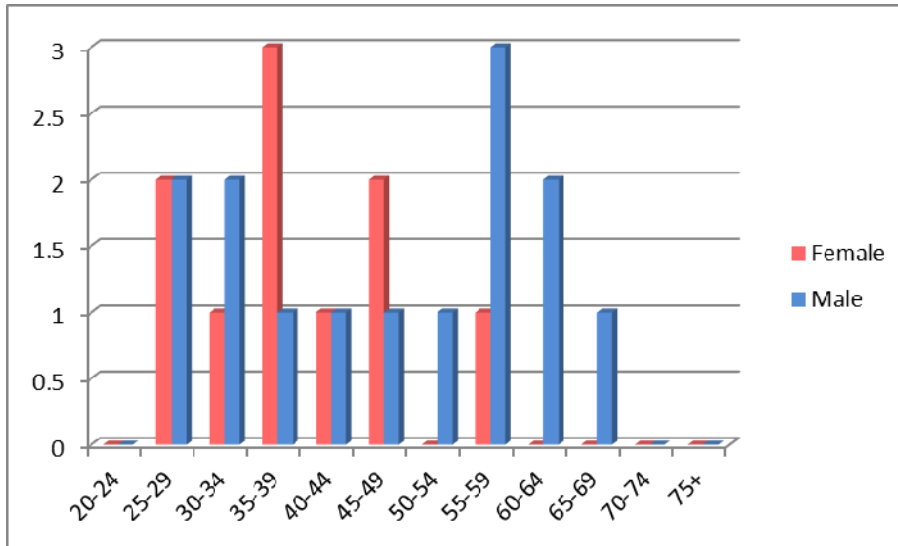
- The average age of those selected for audit was 44 years, compared to an average age of 42 for the profession as a whole.
- 42 per cent of those selected were female and 58 per cent were male. In the profession as a whole, 51 per cent are female and 49 per cent are male.
- Approximately one in six registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 15 registrants across the profession as a whole.
- The average age of prosthetists / orthotists selected for audit who requested voluntary deregistration was 62 years. The average age of prosthetists / orthotists who requested voluntary deregistration in the profession as a whole was 61 years.
- Only one prosthetist / orthotist selected for audit did not renew their registration. The average age of prosthetists / orthotists who did not renew their registration in the profession as a whole was 44 years.

The following graphs illustrate the age range and gender split of prosthetists / orthotists as a profession as a whole and those selected for audit.

Graph 11 – Age and gender of prosthetists / orthotists across the whole profession



Graph 12 – Age and gender of prosthetists / orthotists selected for CPD



Deferrals

There were two successful deferral request.

Table 11 – Reasons for deferral – prosthetists / orthotists

Reason for deferral	Number
Employment situation	1
Health	1

Comparison with previous audit

This was the third CPD audit for prosthetists / orthotists. Their first audit took place in July 2009. The table below compares the results from the three audits.

Table 12 – Comparison with previous audits – prosthetists / orthotists

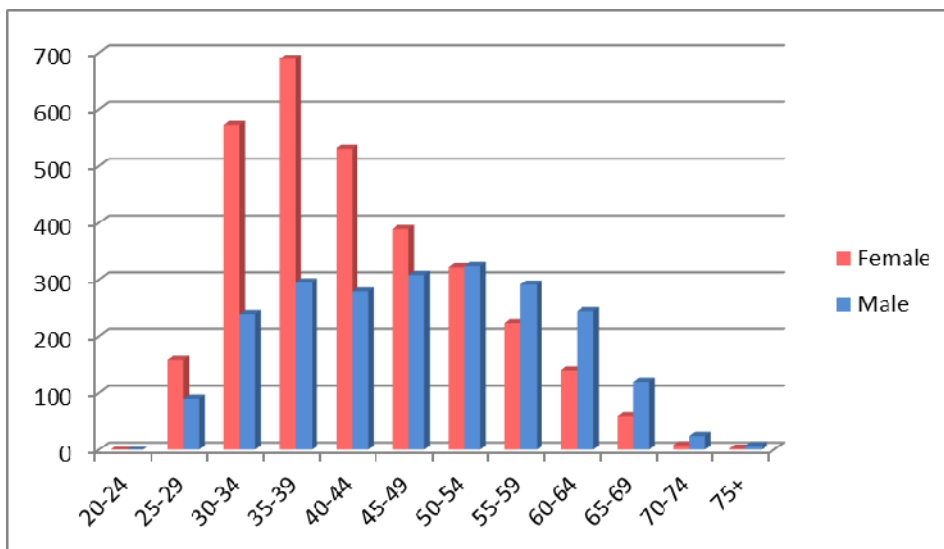
%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	77.4	4.5	9.1	4.5	0	4.5
2011 audit	86.4	4.5	0	9.1	0	0
2013 audit	75	8.3	12.5	4.2	0	0
Difference 2011 v 2009	9	0	-9.1	4.6	0	-4.5
Difference 2013 v 2011	-11.4	3.8	12.5	-4.9	0	0

This shows that fewer prosthetist / orthotist profiles were accepted in 2013 than in the previous audits. However there were more voluntary deregistration requests in this audit but less prosthetists / orthotists who did not renew their registration.

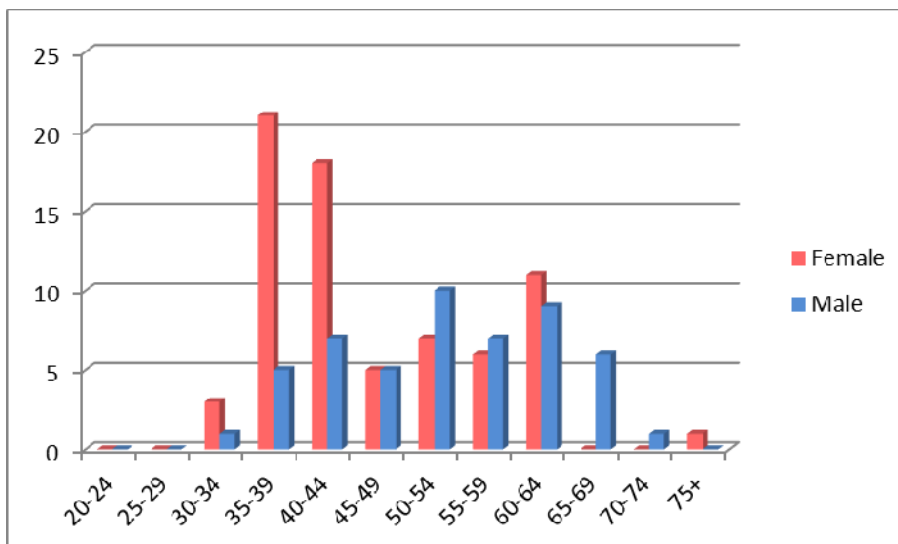
- The average age of clinical scientists selected for audit who requested voluntary deregistration was 56 years. The average age of clinical scientists who requested voluntary deregistration in the profession as a whole was 58 years.
- The average age of clinical scientists selected for audit who did not renew their registration was 54 years. The average age of clinical scientists who did not renew their registration in the profession as a whole was 56 years.

The following graphs illustrate the age range and gender split of clinical scientists as a profession as a whole and those selected for audit.

Graph 14 – Age and gender of clinical scientists across the whole profession



Graph 15 - Age and gender of clinical scientists selected for CPD



Deferrals

There were eight successful deferral requests.

Table 14 – Reasons for deferral – clinical scientists

Reason for deferral	Number
Maternity leave	3
Health	2
Employment Situation	2
Domestic Situation	1

Comparison with previous audit

This was the third CPD audit for clinical scientists. Their first audit took place in July 2009. The table below compares the results from the three audits.

Table 15 – Comparison with previous audits – clinical scientists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	83.9	6.2	4.5	3.6	0	1.8
2011 audit	84.8	6.8	4.2	4.2	0	0
2013 audit	84.6	6.5	6.5	2.4	0	0
Difference 2011 v 2009	0.9	0.6	-0.3	0.6	0	-1.8
Difference 2013 v 2011	-0.2	-0.3	2.3	-1.8	0	0

The results of the 2011 and 2013 audits were very similar. There was a slight increase in the number of clinical scientist voluntarily deregistering but a slight decrease in the number of those who did not renew their registration.

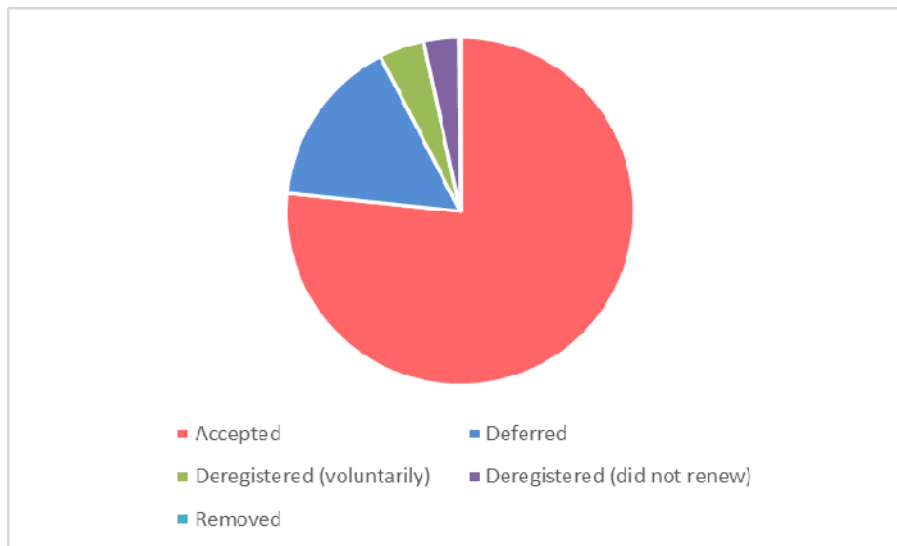
Occupational therapists

We selected 2.5 per cent of occupational therapists for audit in August 2013.

Table 16 – Outcome of occupational therapist CPD audit

Outcome	Number of registrants	% sample
Accepted	656	76.6
Deferred	135	15.8
Deregistered (voluntarily)	36	4.2
Deregistered (did not renew)	28	3.3
Under assessment	0	0
Removed	1	0.1
Total	856	100

Graph 16 – Outcome of occupational therapist CPD audit

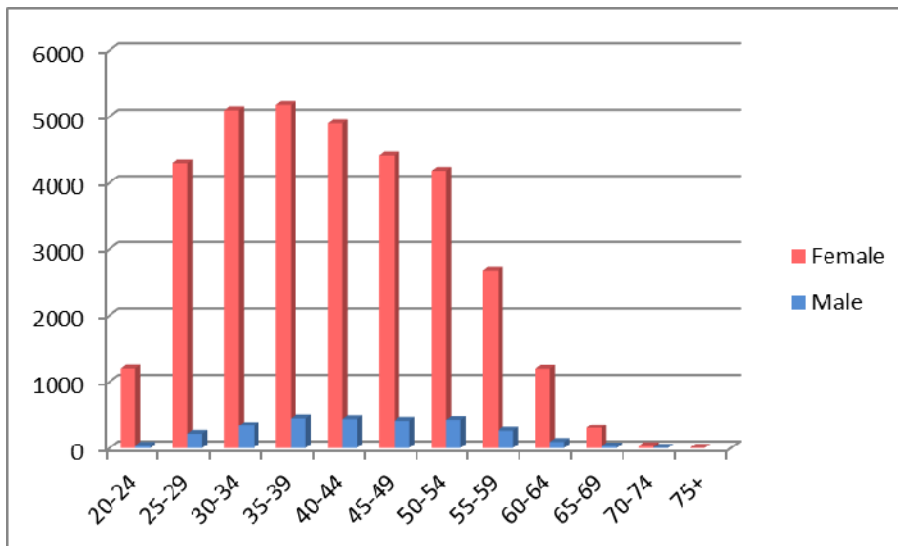


- The average age of those selected for audit was 39 years, compared to an average age of 41 for the profession as a whole.
- The gender of those selected for audit reflected the gender split of the profession as a whole; 93 per cent of those selected were female and 7 per cent were male.

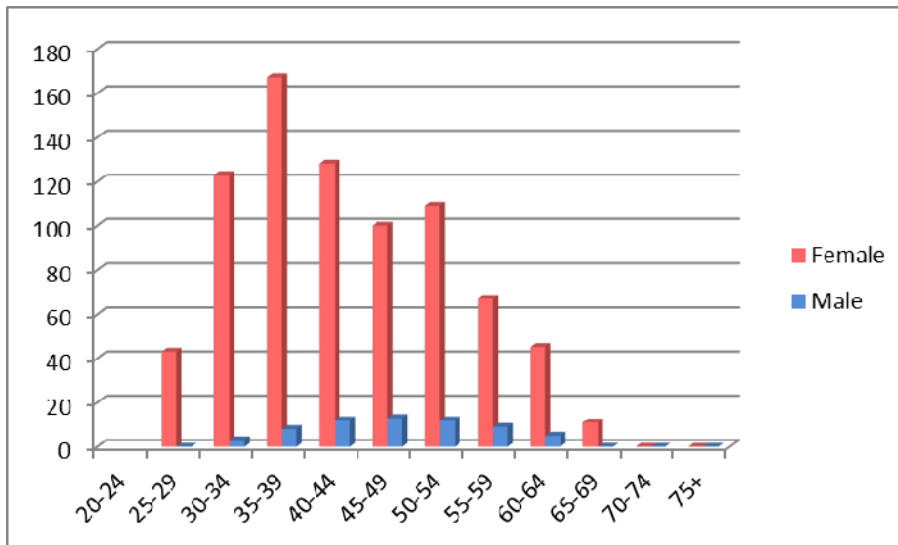
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 17 registrants across the profession as a whole.
- The average age of occupational therapists selected for audit who requested voluntary deregistration was 44 years. The average age of occupational therapists who requested voluntary deregistration in the profession as a whole was 51 years.
- The average age of occupational therapists selected for audit who did not renew their registration was 43 years. The average age of occupational therapists who did not renew their registration in the profession as a whole was 40 years.
- One registrant was removed from the Register for failing to send in further information following the initial assessment. The registrant did not appeal the decision.

The following graphs illustrate the age range and gender split of occupational therapists as a profession as a whole and those selected for audit.

Graph 17 – Age and gender of occupational therapists across the whole profession



Graph 18 – Age and gender of occupational therapists selected for CPD



Deferrals

There were 135 successful deferral requests.

Table 17 – Reasons for deferral – occupational therapists

Reason for deferral	Number
Maternity leave	65
Health	36
Family health	10
Employment situation	6
Domestic situation	4
Bereavement	7
Career break / travel	5
Adoption Leave	1
Academic Study	1

Comparison with previous audit

This was the third CPD audit for occupational therapists. Their first audit took place in August 2009. The table below compares the results from the three audits.

Table 18 – Comparison with previous audits – occupational therapists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	79.9	10.7	6.2	3	0.1	0.1
2011 audit	79.2	11.8	5.3	3.6	0	0.1
2013 audit	76.6	15.8	4.2	3.3	0	0.1
Difference 2011 v 2009	-0.7	1.1	-0.9	0.6	-0.1	0
Difference 2013 v 2011	-2.6	4	-1.1	0.3	0	0

Slightly fewer profiles were accepted in this audit, however there was an increase in the number of successful deferrals requests. Fewer occupational therapists voluntarily deregistered or did not renew their registration compared to the previous audit.

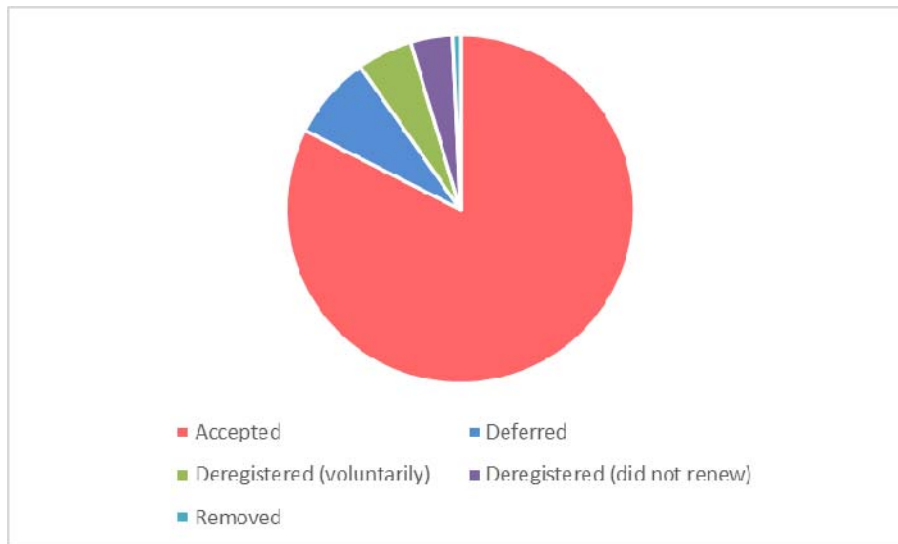
Biomedical scientists

We selected 2.5 per cent of biomedical scientists for audit in September 2013.

Table 19 – Outcome of biomedical scientist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	466	82.5
Deferred	44	7.8
Deregistered (voluntarily)	29	5.1
Deregistered (did not renew)	22	3.9
Under assessment	0	0
Removed	4	0.7
Total	565	100

Graph 19 – Outcome of biomedical scientist CPD audit

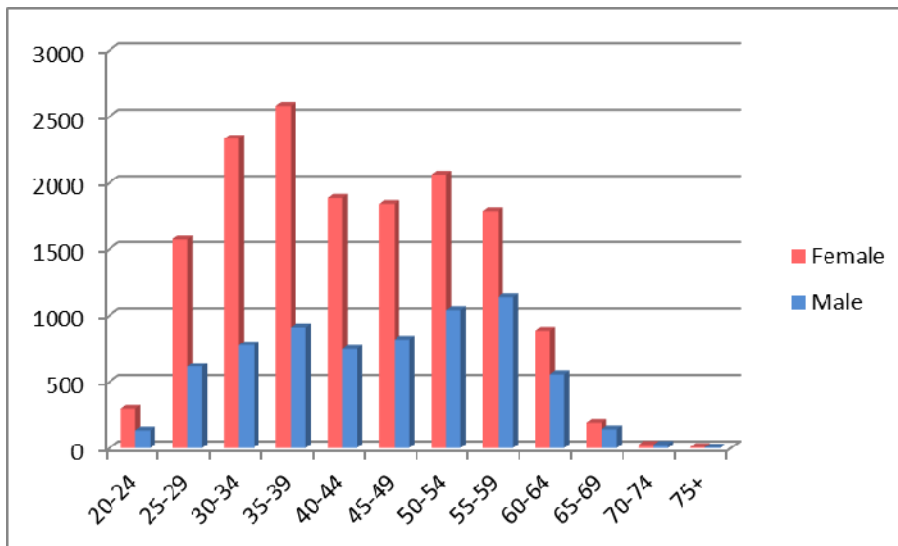


- The average age of those selected for audit was 47 years, compared to an average age of 44 for the profession as a whole.
- 66 per cent of those selected were female and 34 per cent were male. In the profession as a whole, 69 per cent are female and 31 per cent are male.

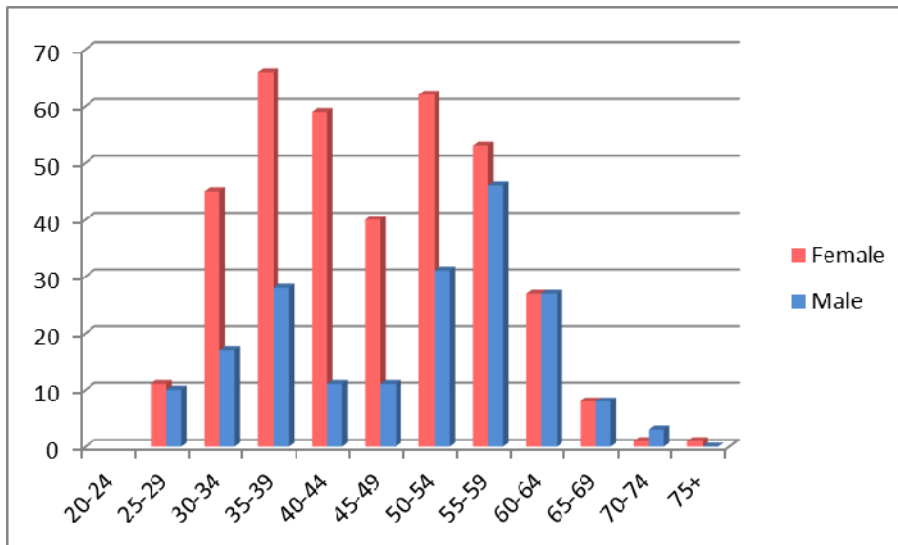
- Approximately one in eleven registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 16 registrants across the profession as a whole.
- The average age of biomedical scientists selected for audit who requested voluntary deregistration was 54 years. The average age of biomedical scientists who requested voluntary deregistration in the profession as a whole was 57 years.
- The average age of biomedical scientists selected for audit who did not renew their registration was 51 years. The average age of biomedical scientists who did not renew their registration in the profession as a whole was 46 years.
- Four registrants were removed from the Register for failing to submit a CPD profile, despite several requests. None of those registrants appealed any of those decisions.

The following graphs illustrate the age range and gender split of biomedical scientists as a profession as a whole and those selected for audit.

Graph 20 – Age and gender of biomedical scientists across the whole profession



Graph 21 – Age and gender of biomedical scientists selected for CPD



Deferrals

There were 44 successful deferral requests.

Table 20 – Reasons for deferral – biomedical scientists

Reason for deferral	Number
Maternity leave	18
Health	13
Family health	4
Employment situation	3
Career break	2
Bereavement	3
Academic study	1

Comparison with previous audit

This was the third CPD audit for biomedical scientists. Their first audit took place in September 2009. The table below compares the results from the three audits.

Table 21 – Comparison with previous audits – biomedical scientists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	83.9	6.7	4.9	3.4	0.9	0.2
2011 audit	84.8	6.7	4.7	3.3	0.2	0.3
2013 audit	82.5	7.8	5.1	3.9	0	0.7
Difference 2011 v 2009	0.9	0	-0.2	-0.1	-0.7	0.1
Difference 2013 v 2011	-2.3	1.1	0.4	0.6	-0.2	0.4

The results of the 2011 and 2013 audits were very similar. There was a slight increase in the number of biomedical scientist profiles that were accepted in 2011. However slightly more deferrals were accepted in 2013 and more registrants were removed compared to 2011.

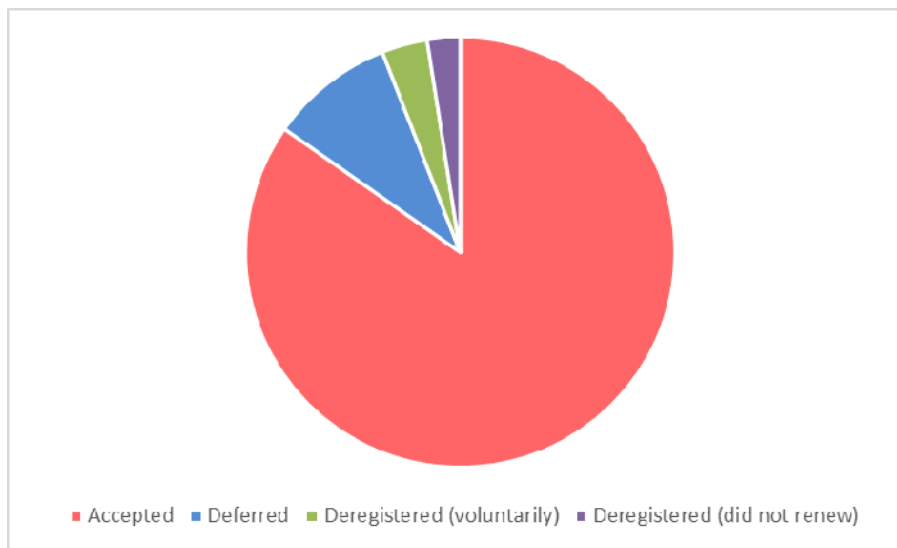
Radiographers

We selected 2.5 per cent of radiographers for audit in December 2013.

Table 22 – Outcome of radiographer CPD audit

Outcome	Number of registrants	% of registrants
Accepted	616	84.7
Deferred	68	9.4
Deregistered (voluntarily)	25	3.4
Deregistered (did not renew)	18	2.5
Under assessment	0	0
Removed	0	0
Total	727	100

Graph 22 – Outcome of radiographer CPD audit

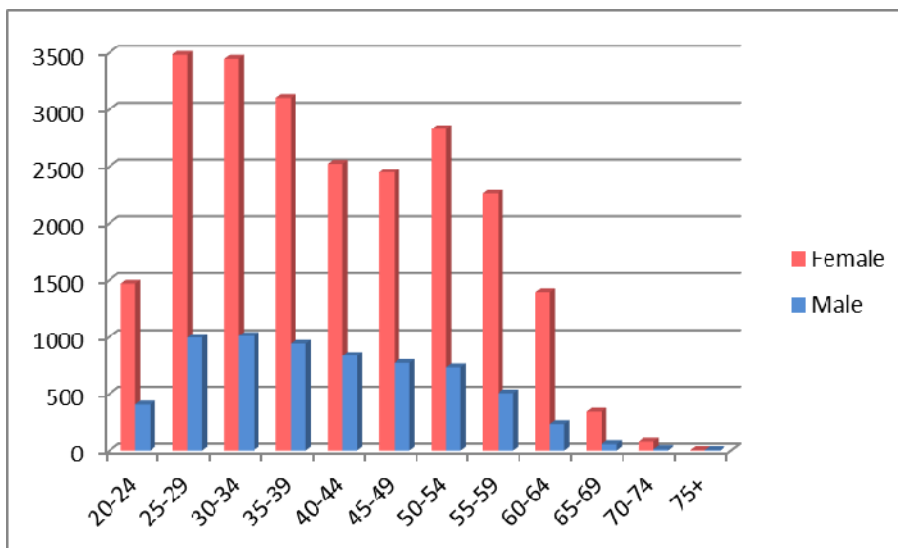


- The average age of those selected for audit was 44 years, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit reflected the gender split of the profession as a whole; 78 per cent of those selected were female and 22 per cent were male.

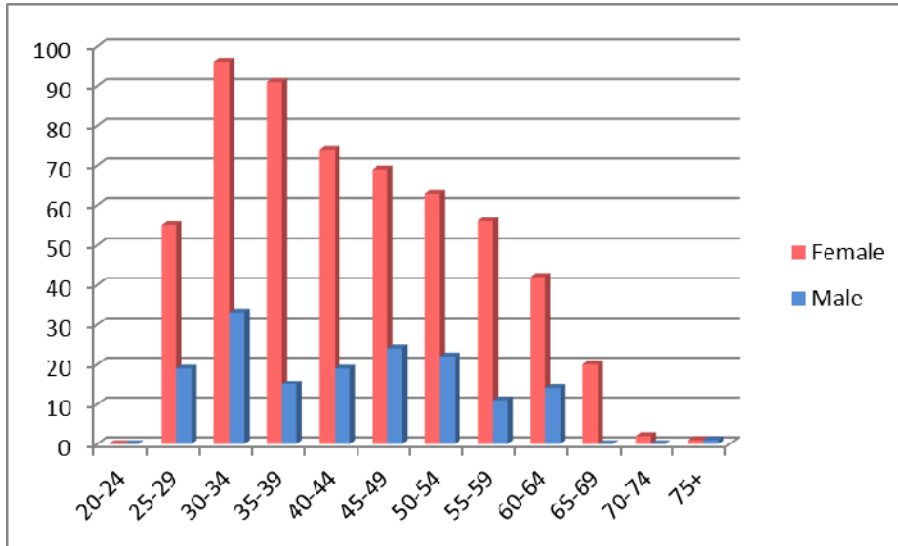
- Approximately one in 17 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.
- The average age of radiographers selected for audit who requested voluntary deregistration was 59 years. The average age of radiographers who requested voluntary deregistration in the profession as a whole was also 57 years.
- The average age of radiographers selected for audit who did not renew their registration was 44 years. The average age of radiographers who did not renew their registration in the profession as a whole was 40 years.

The following graphs illustrate the age range and gender split of radiographers as a profession as a whole and those selected for audit.

Graph 23 – Age and gender of radiographers across the whole profession



Graph 24 – Age and gender of radiographers selected for CPD



Deferrals

There were 68 successful deferral requests.

Table 23 – Reasons for deferral – radiographers

Reason for deferral	Number
Maternity leave	31
Health	15
Family health	10
Employment situation	2
Bereavement	5
Career break / travel	2
Academic study	3

Comparison with previous audit

This was the third CPD audit for radiographers. Their first audit took place in December 2009. The table below compares the results from the three audits.

Table 24 – Comparison with previous audits – radiographers

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2009 audit	86.7	5.1	2.9	4.4	0.6	0.3
2011 audit	82.9	9.6	4.5	3	0	0
2013 audit	84.7	9.4	3.4	2.5	0	0
Difference 2011 v 2009	-3.8	4.5	1.6	-1.4	-0.6	-0.3
Difference 2011 v 2009	1.8	-0.2	-1.1	-0.5	0	0

This shows there was a slight increase in the number of radiographer profiles that were accepted in 2013. The number of deferrals requests decreased slightly compared to the previous audit.

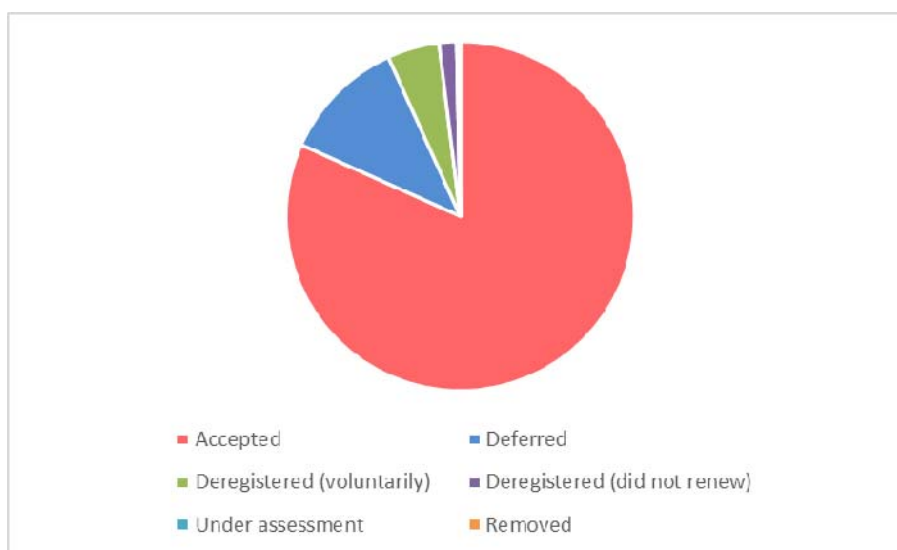
Physiotherapists

We selected 2.5 per cent of physiotherapists for audit in February 2014.

Table 25 – Outcome of physiotherapist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	1000	81.7
Deferred	141	11.6
Deregistered (voluntarily)	59	4.8
Deregistered (did not renew)	20	1.6
Under assessment	0	0
Removed	4	0.3
Total	1224	100

Graph 25 – Outcome of physiotherapist CPD audit

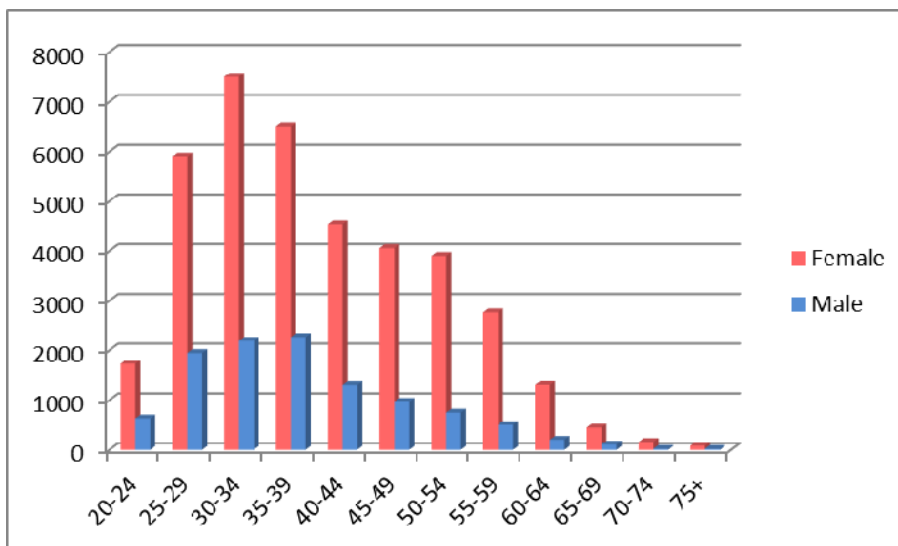


- The average age of those selected for audit was 42 years, compared to an average age of 39 for the profession as a whole.
- 81 per cent of those selected were female and 19 per cent were male. In the profession as a whole, 78 per cent are female and 22 per cent are male.

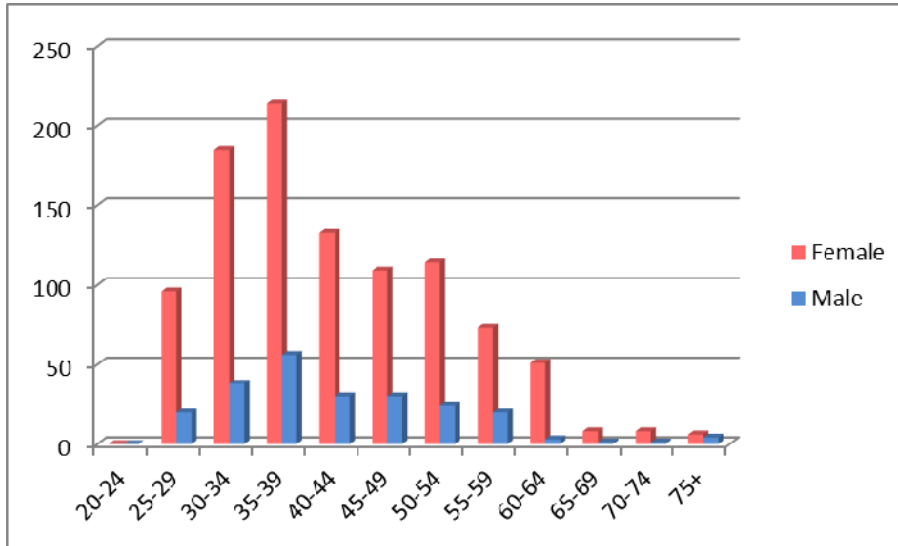
- Approximately one in 15 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 17 registrants across the profession as a whole.
- The average age of physiotherapists selected for audit who requested voluntary deregistration was 51 years. The average age of physiotherapists who requested voluntary deregistration in the profession as a whole was also 51 years.
- The average age of physiotherapists selected for audit who did not renew their registration was 44 years. The average age of physiotherapists who did not renew their registration in the profession as a whole was 38 years.
- Four registrants were removed from the Register following the audit. One failed to submit a CPD profile and three failed to submit further information requested by the assessors. None of them appealed against any of those decisions.

The following graphs illustrate the age range and gender split of physiotherapists as a profession as a whole and those selected for audit.

Graph 26 – Age and gender of physiotherapists across the whole profession



Graph 27 – Age and gender of physiotherapists selected for CPD



Deferrals

There were 141 successful deferral requests.

Table 26 – Reasons for deferral – physiotherapists

Reason for deferral	Number
Maternity leave	69
Health	26
Family health	15
Employment situation	7
Domestic situation	5
Bereavement	7
Career break / travel	6
Academic study	5
Adoption Leave	1

Comparison with previous audit

This was the third CPD audit for physiotherapists. Their first audit took place in February 2010. The table below compares the results from the three audits.

Table 27 – Comparison with previous audits – physiotherapists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2010 audit	85.1	7.2	3.5	3.1	0.5	0.6
2012 audit	79.5	11.5	3.7	4.2	0.8	0.3
2014 audit	81.7	11.6	4.8	1.6	0	0.3
Difference 2012 v 2010	-5.6	4.3	0.2	1.1	0.3	-0.3
Difference 2014 v 2012	2.2	0.1	1.1	-2.6	-0.8	0

The results for 2012 and 2014 were very similar. There was a slight increase in the number of physiotherapist profiles accepted in 2014 compared to the previous audit.

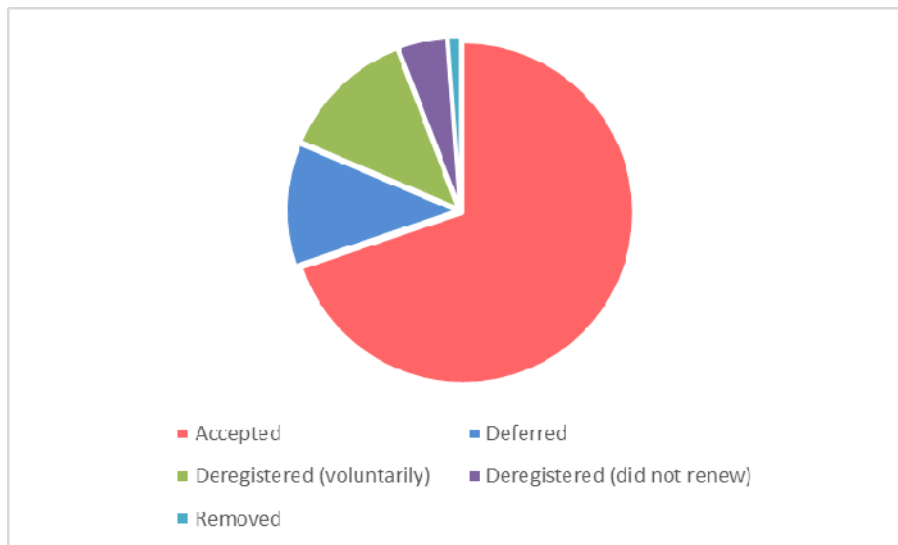
Arts therapists

We selected 2.5 per cent of arts therapists for audit in March 2014.

Table 28 – Outcome of arts therapist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	60	69.8
Deferred	10	11.6
Deregistered (voluntarily)	11	12.8
Deregistered (did not renew)	4	4.6
Under assessment	0	0
Removed	1	1.2
Total	86	100

Graph 28 – Outcome of arts therapist CPD audit

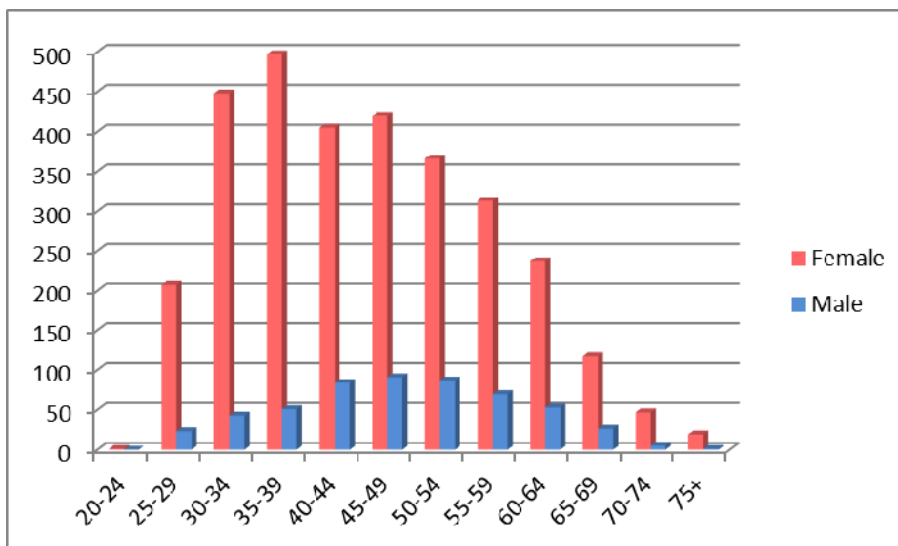


- The average age of those selected for audit was 50 years, compared to an average age of 46 for the profession as a whole.
- 80 per cent of those selected were female and 20 per cent were male. In the profession as a whole, 85 per cent are female and 15 per cent are male.

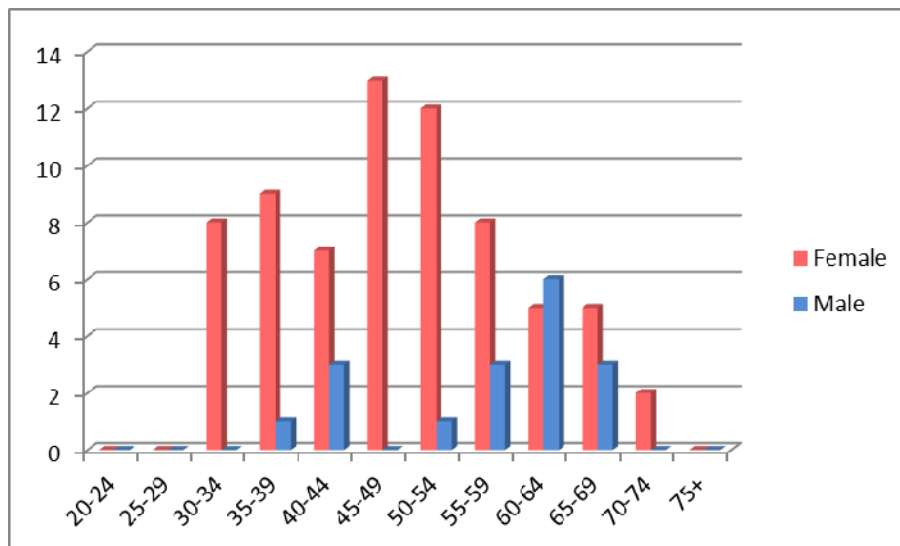
- Approximately one in six registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in ten registrants across the profession as a whole.
- The average age of arts therapists selected for audit who requested voluntary deregistration was 59 years. The average age of arts therapists who requested voluntary deregistration in the profession as a whole was 53 years.
- The average age of arts therapists selected for audit who did not renew their registration was 52 years. The average age of arts therapists who did not renew their registration in the profession as a whole was 46 years.
- One registrant was removed from the Register for failing to submit further information requested by the assessors despite several requests. The registrant did not appeal that decision.

The following graphs illustrate the age range and gender split of arts therapists as a profession as a whole and those selected for audit.

Graph 29 – Age and gender of arts therapists across the whole profession



Graph 30 – Age and gender of arts therapists selected for CPD



Deferrals

There were ten successful deferral requests.

Table 29 – Reasons for deferral – arts therapists

Reason for deferral	Number
Maternity leave	4
Family Health	3
Health	1
Employment situation	1
Academic study	1

Comparison with previous audit

This was the third CPD audit for arts therapists. Their first audit took place in March 2010. The table below compares the results from the three audits.

Table 30 – Comparison with previous audits – arts therapists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2010 audit	77.1	14.3	2.9	5.7	0	0
2012 audit	74.3	12.8	9	2.6	0	1.3
2014 audit	69.8	11.6	12.8	4.6	0	1.2
Difference 2012 v 2010	-2.8	-1.5	6.1	-3.1	0	1.3
Difference 2014 v 2012	-4.5	-1.2	3.8	2	0	-0.1

The number of accepted profiles has slightly decreased in the 2014 audit. The number of successful deferral requests decreased. The number of voluntary deregistration requests and arts therapists who did not renew their registration increased slightly in 2014.

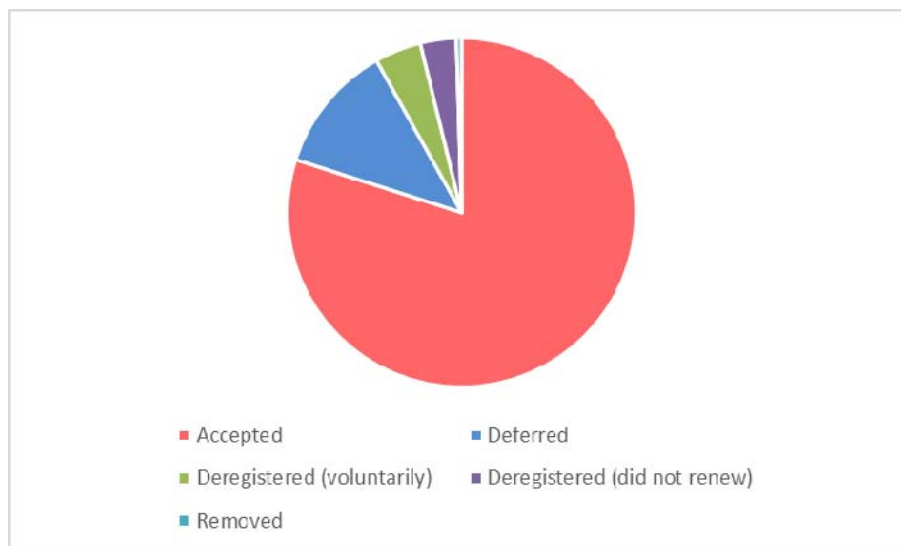
Dietitians

We selected 2.5 per cent of dietitians for audit in April 2012.

Table 31 – Outcome of dietitian CPD audit

Outcome	Number of registrants	% of registrants
Accepted	167	79.9
Deferred	25	12
Deregistered (voluntarily)	9	4.3
Deregistered (did not renew)	7	3.3
Under assessment	0	0
Removed	1	0.5
Total	209	100

Graph 31 – Outcome of dietitian CPD audit

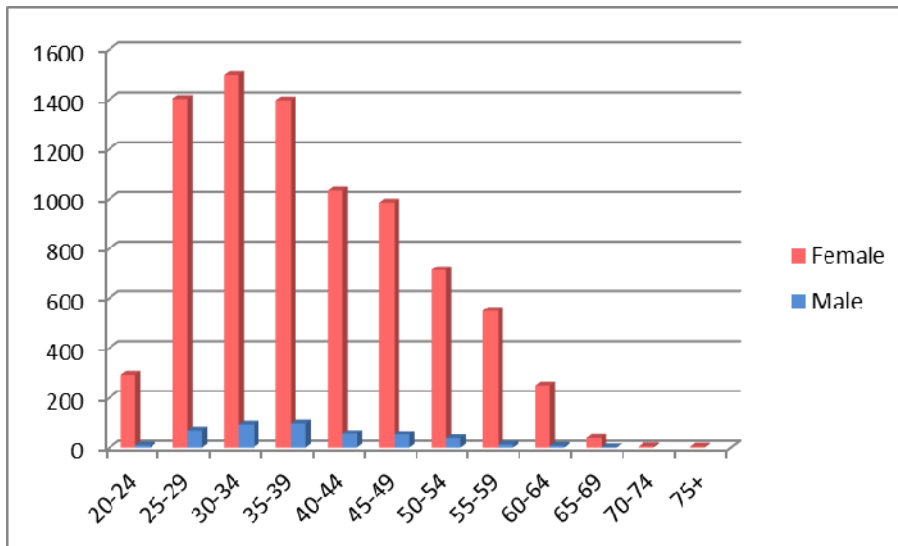


- The average age of those selected for audit was 42 years, compared to an average age of 39 for the profession as a whole.

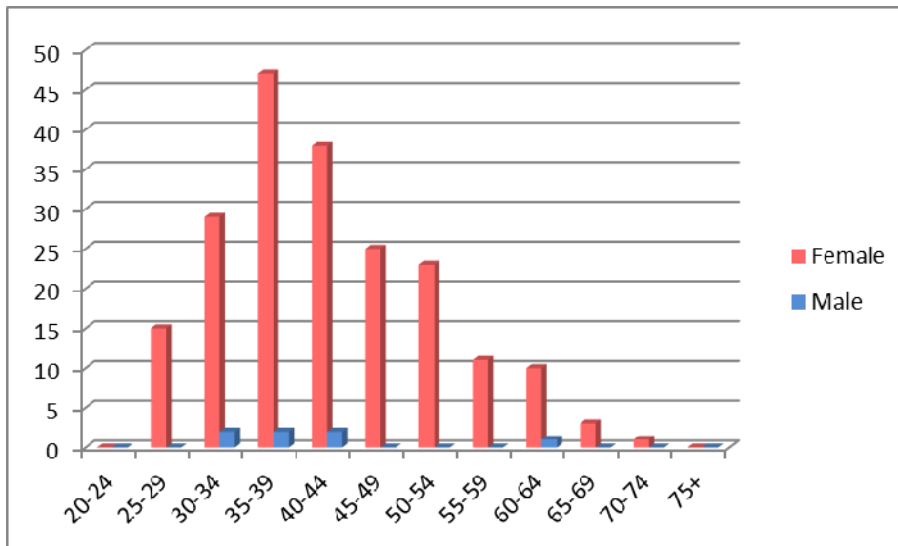
- 97 per cent of those selected were female and 3 per cent were male. In the profession as a whole, 95 per cent are female and 5 per cent are male.
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 18 registrants across the profession as a whole.
- The average age of dietitians selected for audit who requested voluntary deregistration was 54 years. The average age of dietitians who requested voluntary deregistration in the profession as a whole was 49 years.
- The average age of dietitians selected for audit who did not renew their registration was 53 years. The average age of dietitians who did not renew their registration in the profession as a whole was 36 years.

The following graphs illustrate the age range and gender split of dietitians as a profession as a whole and those selected for audit.

Graph 32 – Age and gender of dietitians across the whole profession



Graph 33 – Age and gender of dietitians selected for CPD



Deferrals

There were 25 successful deferral requests.

Table 32 – Reasons for deferral – dietitians

Reason for deferral	Number
Maternity leave	12
Family Health	5
Health	2
Employment situation	2
Domestic situation	2
Bereavement	2

Comparison with previous audit

This was the third CPD audit for dietitians. Their first audit took place in April 2010. The table below compares the results from the three audits.

Table 33 – Comparison with previous audits – dietitians

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed
2010 audit	75.4	12.3	7.3	3.9	1.1	0
2012 audit	79.1	12.2	5.1	2.1	1.5	0
2014 audit	79.9	12	4.3	3.3	0	0.5
Difference 2012 v 2010	3.7	-0.1	-2.2	-1.8	0.4	0
Difference 2014 v 2012	0.8	-0.2	-0.8	1.2	-1.5	0.5

This shows that slightly more dietitian profiles were accepted in the 2014 audit. The number of voluntary deregistration requests decreased in 2014. The number of successful deferral requests slightly decreased.

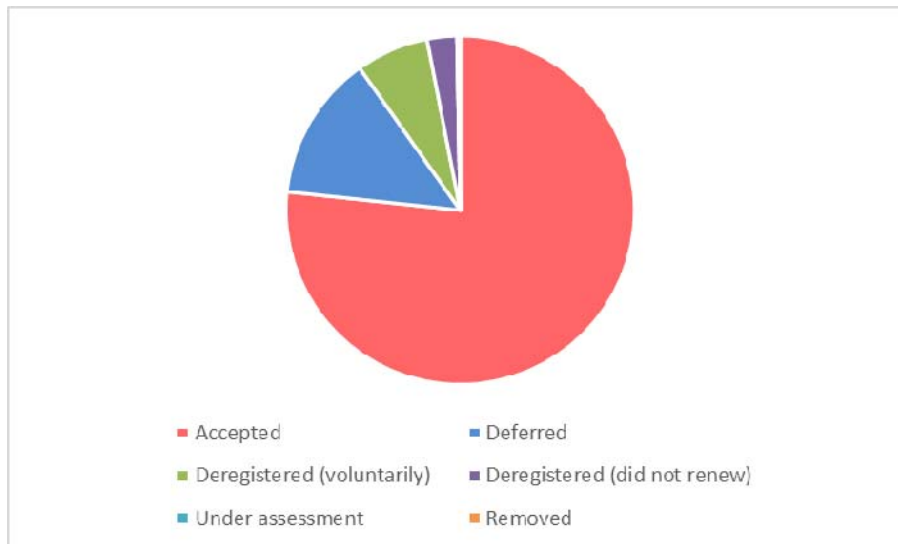
Chiropodists / podiatrists

We selected 2.5 per cent of chiropodists / podiatrists for audit in May 2014.

Table 34 – Outcome of chiropodist / podiatrist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	250	76.6
Deferred	44	13.5
Deregistered (voluntarily)	22	6.8
Deregistered (did not renew)	9	2.8
Under assessment	0	0
Removed	1	0.3
Total	326	100

Graph 34 – Outcome of chiropodist / podiatrist CPD audit

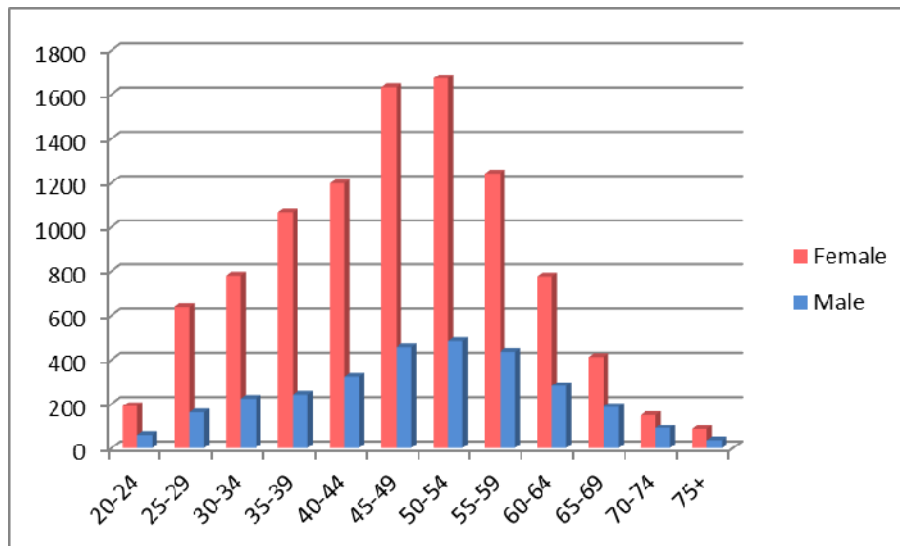


- The average age of those selected for audit was 51 years, compared to an average age of 48 for the profession as a whole.

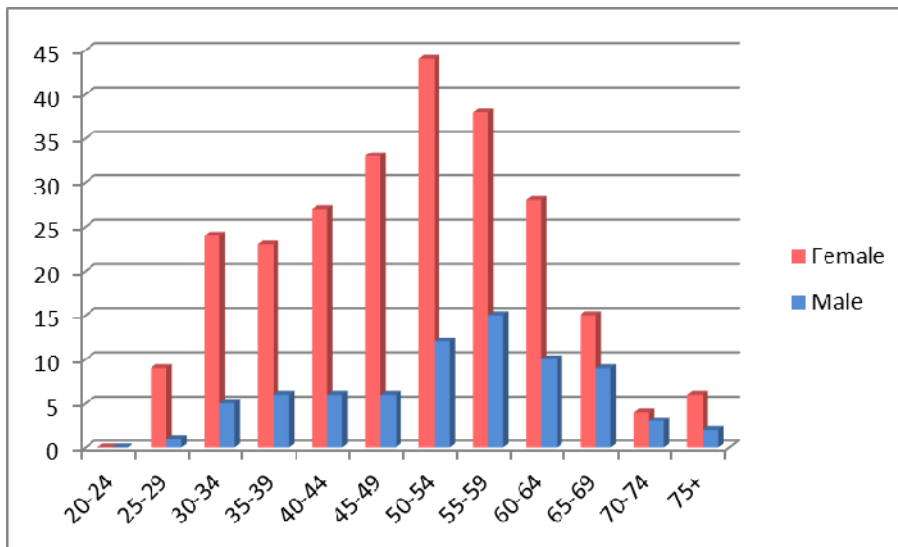
- The gender of those selected for audit reflected the gender split of the profession as a whole; 77 per cent of those selected were female and 23 per cent were male.
- Approximately one in eleven registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 18 registrants across the profession as a whole.
- The average age of chiropodists / podiatrists selected for audit who requested voluntary deregistration was 59 years. The average age of chiropodists / podiatrists who requested voluntary deregistration in the profession as a whole was also 59 years.
- The average age of chiropodists / podiatrists selected for audit who did not renew their registration was 63 years. The average age of chiropodists / podiatrists who did not renew their registration in the profession as a whole was 47 years.

The following graphs illustrate the age range and gender split of chiropodists / podiatrists as a profession as a whole and those selected for audit.

Graph 35 – Age and gender of chiropodists / podiatrists across the whole profession



Graph 36 – Age and gender of chiropodists / podiatrists selected for CPD



Deferrals

There were 44 successful deferral requests.

Table 35 – Reasons for deferral – chiropodists / podiatrists

Reason for deferral	Number
Maternity leave	14
Health	13
Family health	6
Domestic situation	2
Bereavement	8
Employment situation	1

Comparison with previous audit

This was the fourth CPD audit for chiropodists / podiatrists. Their previous audits took place in May 2008, May 2010 and May 2012. The table below compares the results from the four audits.

Table 36 – Comparison with previous audits – chiropodists / podiatrists

%	Deregis					
	Accepted	Deferred	Deregistere d (voluntaril	tered (did not renew	Under Assess ment	Remove d
2008 audit	73.8	10.2	6.3	9.5	0	0.2
2010 audit	75.1	11.8	5.6	4.4	3.1	0
2012 audit	75.8	12.9	5.5	4.6	1.2	0
2014 audit	76.6	13.5	6.8	2.8	0	0.3
Difference 2010 v 2008	1.3	1.6	-0.7	-5.1	3.1	-0.2
Difference 2012 v 2010	0.7	1.1	-0.1	0.2	-1.9	0
Difference 2014 v 2012	0.8	0.6	1.3	-1.8	-1.2	0.3

This shows the number of chiropodists / podiatrist profiles that are accepted has increased with each audit. The number of deferral requests has also increased with each audit. The number of chiropodists / podiatrists who did not renew has decreased.

Hearing aid dispensers

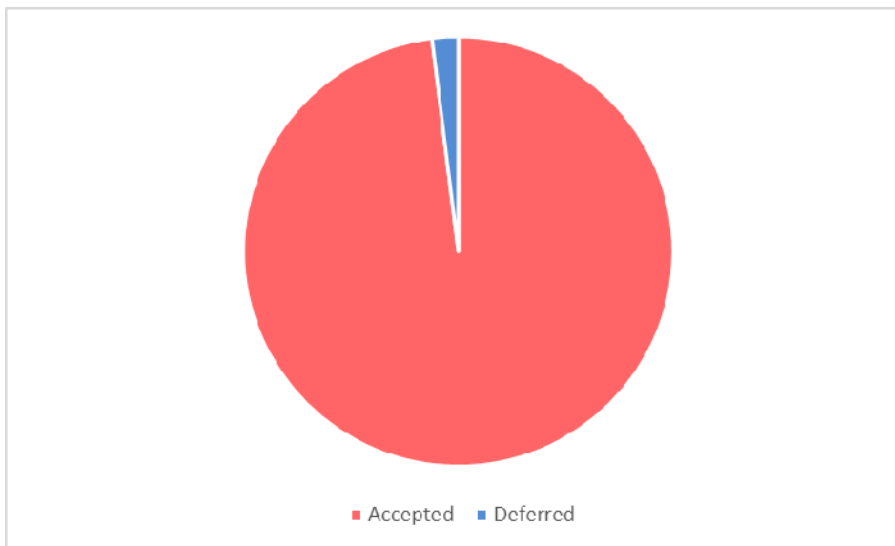
We selected 2.5 per cent of hearing aid dispensers for audit in May 2014.

Table 37 – Outcome of hearing aid dispenser CPD audit

Outcome	Number of registrants	% sample
Accepted	50	98
Deferred	1	2
Deregistered (voluntarily)	0	0
Deregistered (did not renew)	0	0
Under assessment	0	0
Removed	0	0

Total **51** **100**

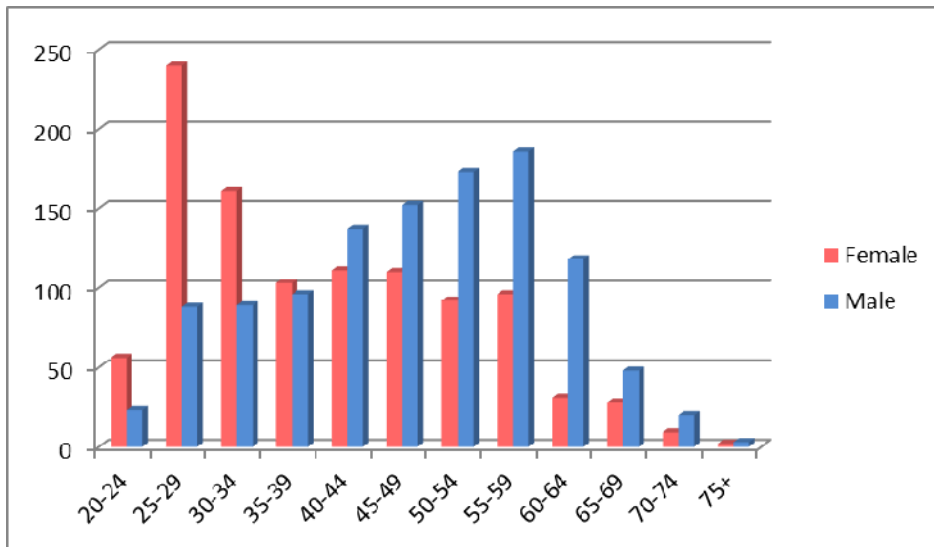
Graph 37 – Outcome of hearing aid dispenser CPD audit



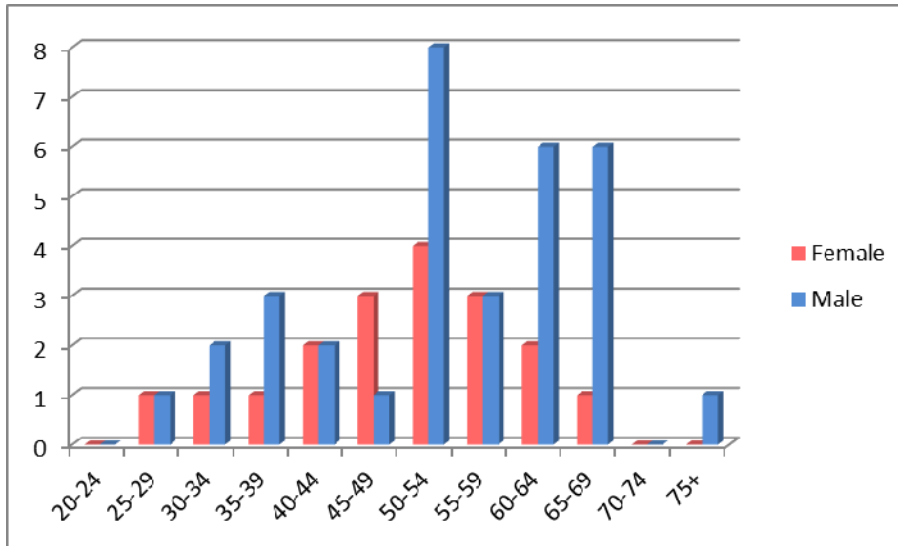
- The average age of those selected for audit was 52 years, compared to an average age of 44 for the profession as a whole.
- 35 per cent of those selected were female and 65 per cent were male. In the profession as a whole, 48 per cent are female and 52 per cent are male.
- No hearing aid dispensers who were selected for CPD were voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 15 registrants across the profession as a whole who were voluntarily removed or did not renew their registration.

The following graphs illustrate the age range and gender split of hearing aid dispensers as a profession as a whole and those selected for audit.

Graph 38 – Age and gender of hearing aid dispensers across the whole profession



Graph 39 – Age and gender of hearing aid dispensers selected for CPD



Deferrals

There was one successful deferral request.

Table 38 – Reasons for deferral – hearing aid dispensers

Reason for deferral	Number
Health	1

Comparison with previous audit

This was the second CPD audit for hearing aid dispensers. The first audit took place in May 2012. The table below compares the results from these two audits.

Table 39 – Comparison with previous audits – hearing aid dispensers

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2012 audit	86	0	4.7	7	0	2.3
2014 audit	98	2	0	0	0	0
Difference	12	2	-4.7	-7	0	-2.3

This shows the number of hearing aid dispenser profiles that were accepted has increased compared to the first audit. The number of deferral requests has also increased. No registrants voluntarily deregistered or did not renew.

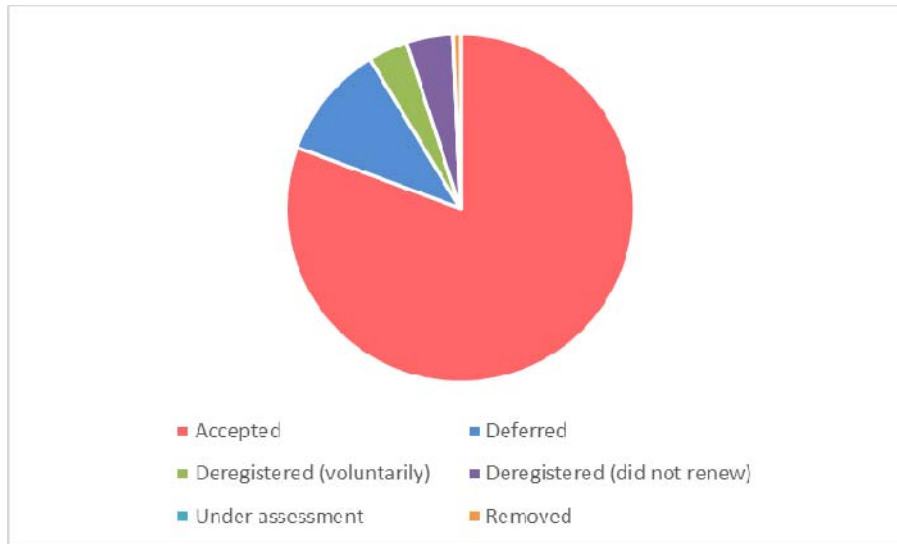
Operating department practitioners

We selected 2.5 per cent of operating department practitioners for audit in September 2014.

Table 40 – Outcome of operating department practitioner CPD audit

Outcome	Number of registrants	% sample
Accepted	242	80.7
Deferred	32	10.7
Deregistered (voluntarily)	11	3.7
Deregistered (did not renew)	13	4.3
Under assessment	0	0
Removed	2	0.6
Total	300	100

Graph 40 – Outcome of operating department practitioner CPD audit

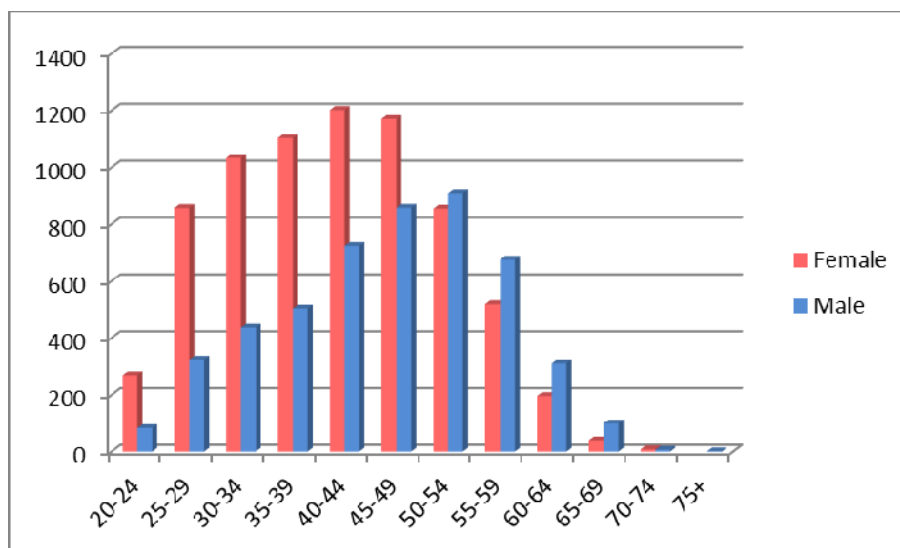


- The average age of those selected for audit was 46 years, compared to an average age of 43 for the profession as a whole.
- The gender of those selected for audit closely reflected the gender split of the profession as a whole; 62 per cent of those selected were female and 38 per cent were male.

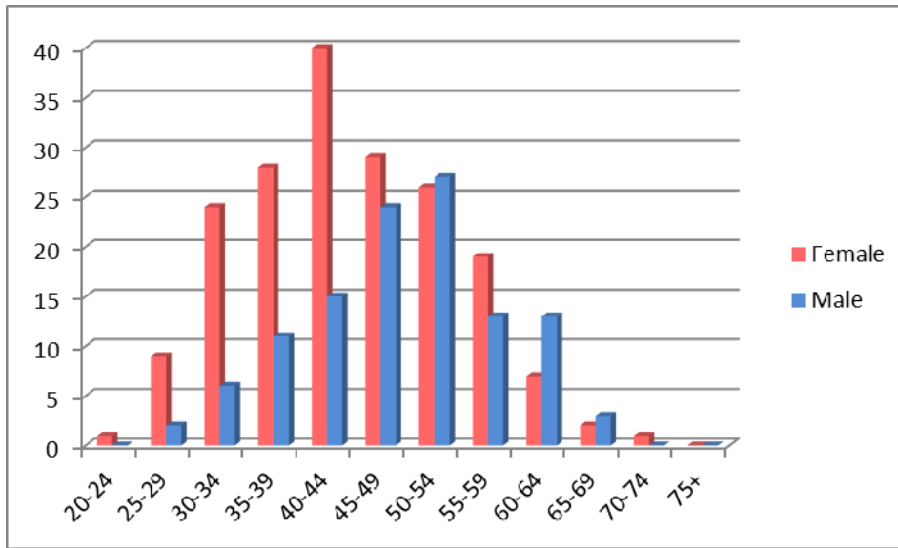
- Approximately one in 13 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 26 registrants across the profession as a whole.
- The average age of operating department practitioners selected for audit who requested voluntary deregistration was 50 years. The average age of operating department practitioners who requested voluntary deregistration in the profession as a whole was 54 years.
- The average age of operating department practitioners selected for audit who did not renew their registration was 54 years. The average age of operating department practitioners who did not renew their registration in the profession as a whole was 47 years.
- One registrant was removed from the Register for failing to submit their CPD profile despite several requests. The registrant did not appeal that decision.
- Another registrant who for the purpose of these statistics appears as removed, was in fact struck off the Register by a Panel of the Conduct and Competence Committee. The registrant submitted a plagiarised CPD profile and, by reason of that misconduct, the Panel found that the registrant's fitness to practise is impaired.

The following graphs illustrate the age range and gender split of operating department practitioners as a profession as a whole and those selected for audit.

Graph 41 – Age and gender of operating department practitioners across the whole profession



Graph 42 – Age and gender of operating department practitioners selected for CPD



Deferrals

There were 32 successful deferral requests.

Table 41 – Reasons for deferral – operating department practitioners

Reason for deferral	Number
Maternity leave	7
Health	15
Family health	3
Carer break / travel	3
Domestic situation	1
Bereavement	3

Comparison with previous audit

This was the fourth CPD audit for operating department practitioners. Their previous audits took place in September 2008, September 2010, September 2012 and September 2014. The table below compares the results from the four audits.

Table 42 – Comparison with previous audits - operating department practitioners

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2008 audit	78.9	10.4	2.6	3.6	2.8	1.7
2010 audit	71.3	10.9	2.7	5	9.3	0.8
2012 audit	78.4	13	2.2	3.2	3.2	0
2014 audit	80.7	10.7	3.7	4.3	0	0.6
Difference 2010 v 2008	-7.6	0.5	0.1	1.4	6.5	-0.9
Difference 2012 v 2010	7.1	2.1	-0.5	-1.8	-6.1	-0.8
Difference 2014 v 2012	2.3	-2.3	1.5	1.1	-3.2	0.6

This shows the number of operating department practitioner profiles that were accepted has increased between 2012 and 2014. There was a decrease in the number of successful deferral requests.

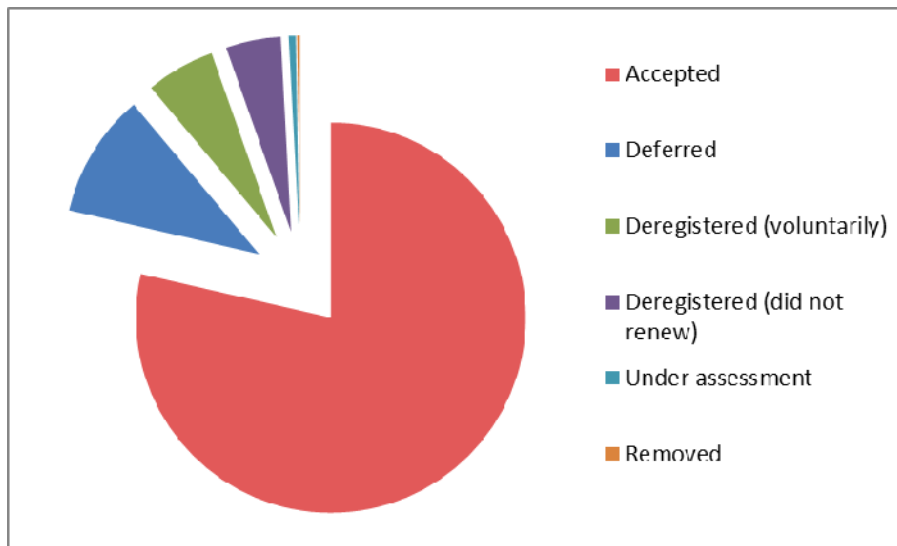
Social workers in England

We selected 2.5 per cent of social workers for audit in September 2014.

Table 43 – Outcome of social worker CPD audit

Outcome	Number of registrants	% of registrants
Accepted	1789	78.6
Deferred	234	10.3
Deregistered (voluntarily)	130	5.7
Deregistered (did not renew)	104	4.6
Under assessment	13	0.5
Removed	6	0.3
Total	2276	100

Graph 43 – Outcome of social worker CPD audit

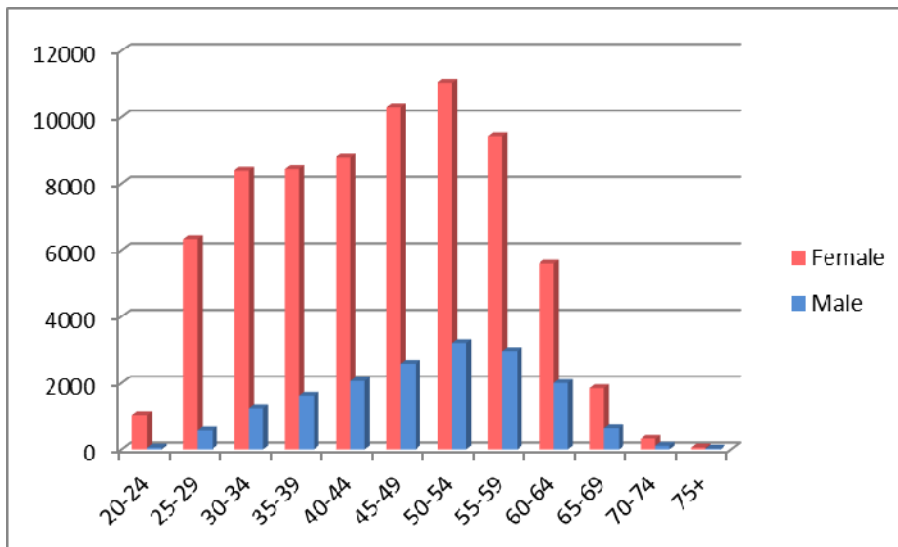


- The average age of those selected for audit was 49 years, compared to an average age of 46 for the profession as a whole.
- 80 per cent of those selected were female and 20 per cent were male. In the profession as a whole, 81 per cent are female and 19 per cent are male.
- Approximately one in 10 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 12 registrants across the profession as a whole.

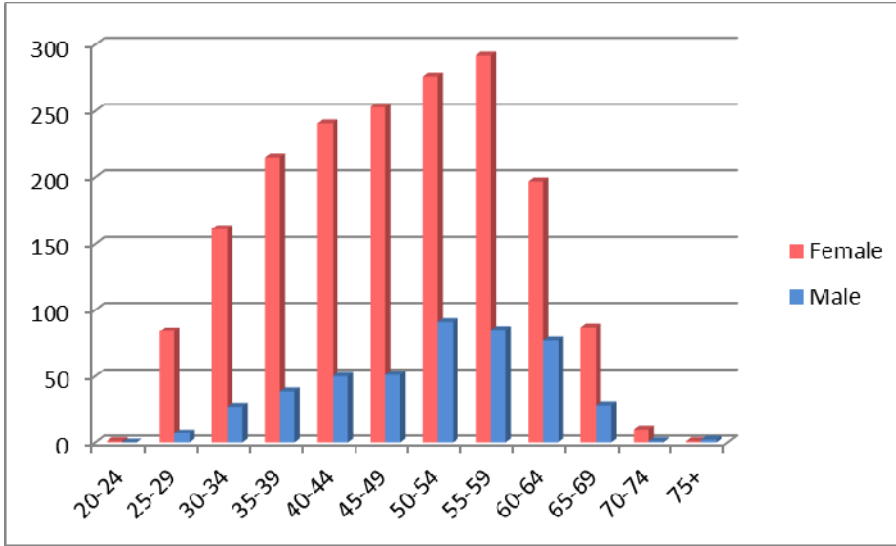
- The average age of social workers selected for audit who requested voluntary deregistration was 58 years. The average age of social workers who requested voluntary deregistration in the profession as a whole was also 58 years.
- The average age of social workers selected for audit who did not renew their registration was 53 years. The average age of social workers who did not renew their registration in the profession as a whole was 52 years.
- Six registrants were removed from the Register. Five of those registrants failed to submit a complete CPD profile and one failed to submit further information requested by the assessors, despite several requests. None of those registrants appealed any of those decisions.

The following graphs illustrate the age range and gender split of social workers as a profession as a whole and those selected for audit.

Graph 44 – Age and gender of social workers across the whole profession



Graph 45 – Age and gender of social workers selected for CPD



Deferrals

There were 234 successful deferral requests.

Table 44 – Reasons for deferral – social workers

Reason for deferral	Number
Maternity leave	56
Health	94
Family health	28
Adoption Leave	1
Employment situation	8
Career break / travel	8
Domestic situation	10
Bereavement	29

Comparisons with previous audits

This was the first CPD audit for this profession.

Practitioner psychologists

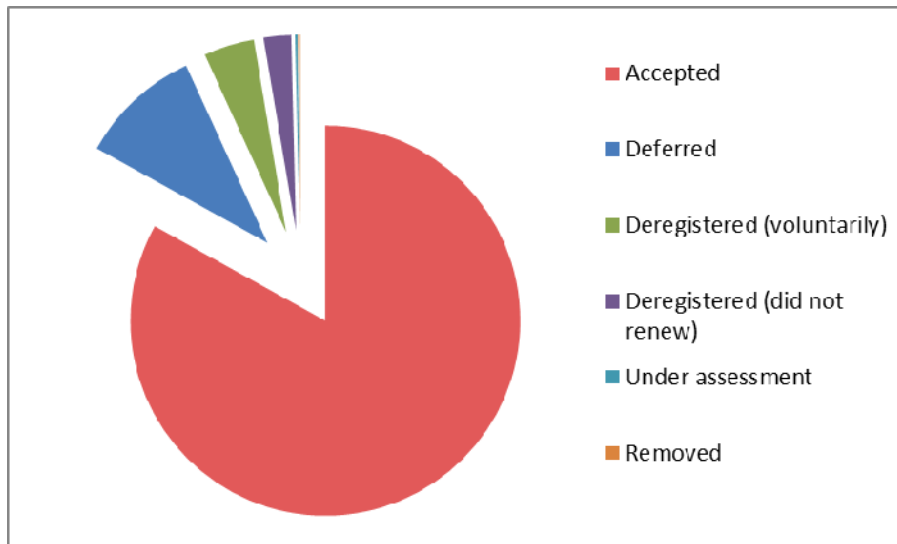
We selected 2.5 per cent of practitioner psychologists for audit in March 2015.

Table 45 – Outcome of practitioner psychologist CPD audit

Outcome	Number of registrants	% of registrants
Accepted	436	83
Deferred	53	10.1
Deregistered (voluntarily)	22	4.2
Deregistered (did not renew)	12	2.3
Under assessment	1	0.2
Removed	1	0.2

Total **525** **100**

Graph 46 – Outcome of practitioner psychologist CPD audit

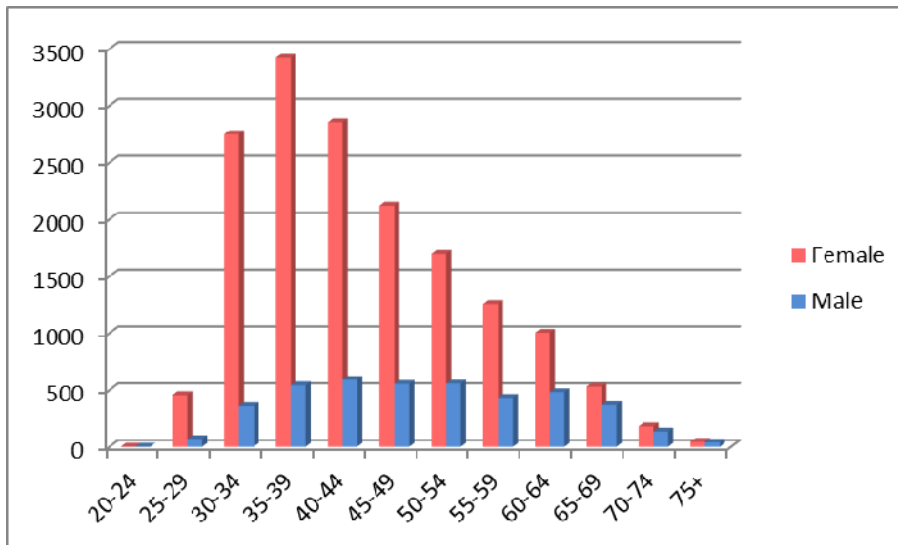


- The average age of those selected for audit was 47 years, compared to an average age of 45 for the profession as a whole.
- 83 per cent of those selected were female and 17 per cent were male. In the profession as a whole, 80 per cent are female and 20 per cent are male.
- Approximately one in 15 registrants selected for audit were either voluntarily removed from the Register or did not renew their registration. This compares with approximately one in 20 registrants across the profession as a whole.

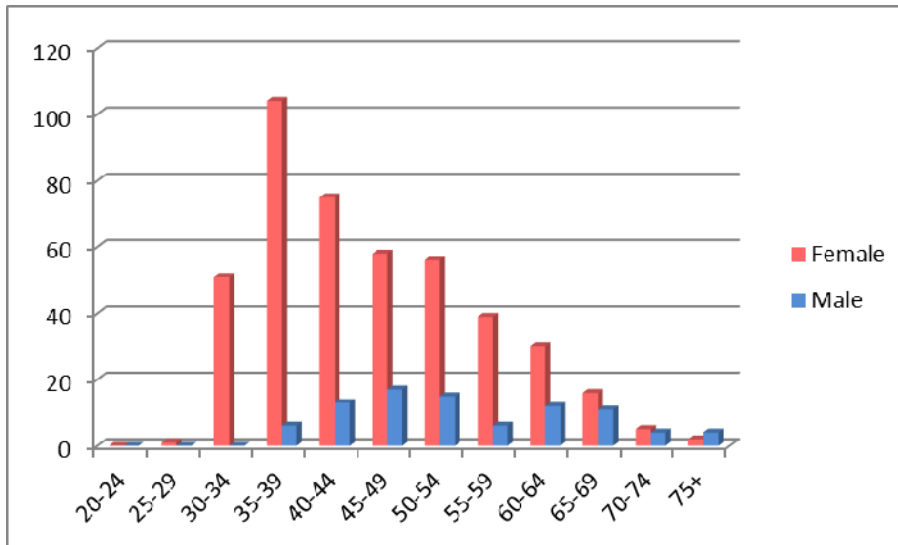
- The average age of practitioner psychologists selected for audit who requested voluntary deregistration was 59 years. The average age of practitioner psychologists who requested voluntary deregistration in the profession as a whole was also 59 years.
- The average age of practitioner psychologists selected for audit who did not renew their registration was 59 years. The average age of practitioner psychologists who did not renew their registration in the profession as a whole was 54 years.
- One registrant was removed from the Register for failing to submit a complete CPD profile despite several requests. The registrant did not appeal the decision.

The following graphs illustrate the age range and gender split of practitioner psychologists as a profession as a whole and those selected for audit.

Graph 47 – Age and gender of practitioner psychologists across the whole profession



Graph 48 – Age and gender of practitioner psychologists selected for CPD



Deferrals

There were 53 successful deferral requests.

Table 46 – Reasons for deferral – practitioner psychologists

Reason for deferral	Number
Maternity leave	27
Bereavement	1
Career break / travel	4
Health	13
Family health	5
Employment situation	2
Domestic situation	1

Comparisons with previous audits

This was the second CPD audit for practitioner psychologists. The first audit took place in 1 March 2013. The table below compares the results from these two audits.

Table 47 – Comparison with previous audits - practitioner psychologists

%	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under Assessment	Removed
2013 audit	83.8	8.1	3.7	1.5	2.9	0
2015 audit	83	10.1	4.2	2.3	0.2	0.2
Difference	-0.8	2	0.5	0.8	-2.7	0.2

This shows the number of practitioner psychologist profiles that were accepted were very similar between the two audits. There was an increase in the number of successful deferral requests.

Table 48 - Summary of audit results (percentages)

Profession	Accepted	Deferred	Deregistered (voluntarily)	Deregistered (did not renew)	Under assessment	Removed	Total
Arts therapists	69.8	11.6	12.8	4.6	0.0	1.2	100.0
Biomedical scientists	82.5	7.8	5.1	3.9	0.0	0.7	100.0
Chiropodists / podiatrists	76.6	13.5	6.8	2.8	0.0	0.3	100.0
Clinical scientists	84.6	6.5	6.5	2.4	0.0	0.0	100.0
Dietitians	79.9	12.0	4.3	3.3	0.0	0.5	100.0
Hearing aid dispensers	98.0	2.0	0.0	0.0	0.0	0.0	100.0
Occupational therapists	76.6	15.8	4.2	3.3	0.0	0.1	100.0
Operating department practitioners	80.7	10.7	3.7	4.3	0.0	0.6	100.0
Orthoptists	84.8	0.0	6.1	9.1	0.0	0.0	100.0
Paramedics	88.3	6.6	3.5	1.6	0.0	0.0	100.0
Physiotherapists	81.7	11.6	4.8	1.6	0.0	0.3	100.0
Practitioner psychologists	83.0	10.1	4.2	2.3	0.2	0.2	100.0
Prosthetists / orthotists	75.0	8.3	12.5	4.2	0.0	0.0	100.0
Radiographers	84.7	9.4	3.4	2.5	0.0	0.0	100.0
Social workers	78.6	10.3	5.7	4.6	0.5	0.3	100.0
Speech and language therapists	79.8	13.6	3.7	2.6	0.0	0.3	100.0

Table 49 - Summary of deferral reasons (percentages)

Profession	Maternity leave	Health	Family health	Domestic situation	Employment situation	Bereavement	Career break / travel	Academic study	Adoption Leave	Total
Arts therapists	40	10	30	0	10	0	0	10	0	100.0
Biomedical scientists	41	29.5	9.1	0	6.8	6.8	4.5	2.3	0	100.0
Chiropodists / podiatrists	31.9	29.6	13.6	4.5	2.3	18.1	0	0	0	100.0
Clinical scientists	37.5	25	0	12.5	25	0	0	0	0	100.0
Dietitians	48	8	20	8	8	8	0	0	0	100.0
Hearing aid dispensers	0	100	0	0	0	0	0	0	0	100.0
Occupational therapists	48.1	26.7	7.4	3.1	4.4	5.2	3.7	0.7	0.7	100.0
Operating department practitioners	21.9	46.8	9.4	3.1	0	9.4	9.4	0	0	100.0
Orthoptists	0	0	0	0	0	0	0	0	0	0
Paramedics	21.8	40.6	6.3	9.3	9.3	6.3	0	6.3	0	100.0
Physiotherapists	49	18.4	10.6	3.6	5	5	4.3	3.4	0.7	100.0
Practitioner psychologists	50.9	24.5	9.4	1.9	3.8	1.9	7.6	0	0	100.0
Prosthetists / orthotists	0	50	0	0	50	0	0	0	0	100.0
Radiographers	45.6	22.1	14.7	0	2.9	7.4	2.9	4.4	0	100.0
Social workers	23.5	40.2	12	4.4	3.5	12.5	3.5	0	0.4	
Speech and language therapists	68.7	8.3	2.1	2.1	12.5	6.3	0	0	0	100.0

Overall audit summary

This report looks at the outcomes of the CPD audits for all sixteen professions regulated by the HCPC which took place between 2013–15. This includes social workers in England who have been audited for the first time. Chiropodists / podiatrists and operating department practitioners have been audited for the fourth time. All other professions are now on their second or third audit.

In this section, we provide a summary of the outcomes of the audits across the sixteen professions covered by this report, identifying possible trends and suggesting potential explanations for them.

In our previous three reports (covering 2008–9, 2009–10 and 2011-13 respectively) we made the following observations.

- the majority of registrants successfully completed their CPD audit, with most CPD profiles being accepted after their first assessment.
- those who requested voluntary deregistration after being selected for audit were generally in the 50+ age group.

Those observations remain the case throughout the audits and we have again noticed an increase in the number of registrants whose profiles were accepted as submitted, without the need for them to submit further information to the assessors. Our assessors have also noted an improvement in the quality of the profiles being submitted, which suggests the guidance provided by us is helping registrants to complete their CPD profiles in a way that demonstrates they meet the CPD standards.

Further guidance is available on the HCPC website, which includes updated profile examples and several videos which explain the different stages of the CPD process. In addition to the CPD resources available online we also carried out two CPD webinars when social workers first went through the audit process. We continue to work on ensuring all information communicated and correspondence is up to date. This includes a current review of our 'How to complete your CPD profile' booklet which we send out to those registrants selected CPD audit.

We have found that updating our guidance and information has continued to contribute to fewer registrants being asked to submit further information and helps registrants to understand our CPD standards. In this audit report you can see that the number of profiles still under assessment has decreased across most professions compared to previous audits.

In our first report we noticed that in each of the professions, the proportion of registrants selected for CPD audit who did not renew their registration or voluntarily deregistered was higher than for the profession as a whole. In contrast to this, our second report found no clear trend in the data between selection for CPD audit and the likelihood of a registrant not renewing or voluntarily deregistering. In the third report, twelve out of the fifteen professions covered had a higher proportion of registrants selected for CPD who did not renew or voluntarily deregistered compared to the profession as a whole. For two professions (speech and language therapists and hearing aid dispensers) the rate of non-renewal or voluntary deregistration is in line with the profession as a whole. Only one profession, practitioner psychologists, has a higher rate of non-renewal or voluntary deregistration across the profession as a whole as compared to those selected for audit.

In this, our fourth report 14 out of the 16 professions covered have a higher proportion of registrants selected for CPD that who did not renew or voluntarily deregistered compared to the profession as a whole. For one profession (speech and language therapists) the rate of non-renewal or voluntary deregistration is in line with the profession as a whole. The remaining profession (hearing aid dispensers) had no registrants selected for CPD who did not renew or who voluntarily deregistered.

Out of the 15 professions included in this report that have been through more than one audit, nine have seen an increase in the number of profiles accepted compared to their previous audit. The six professions that saw a decrease in the number of profiles accepted, all saw an increase in either the number of deferrals or number of registrants who voluntarily deregistered.

We have again included information in this report about the age profile of those in each profession requesting voluntary deregistration. This shows that the majority were in the over 50 age range, as was the case in our previous three reports. This trend seems to indicate that those registrants are retiring from their profession.

Deferrals

The rate of deferral varied across the professions. The average deferral rate across all sixteen professions was 9.4 per cent, which is slightly less than the previous audit.

No orthoptists selected for audit requested deferral. The highest deferral rate was amongst occupational therapists (15.8%). In the previous reports speech and language therapists had the highest rate. The most common reasons for deferring were being, or having been, on maternity leave or health issues which meant the registrant was unable to complete their CPD profile.

Voluntary deregistration and non- renewal

Voluntary deregistration rates varied across the professions. The overall average voluntary deregistration rate for those selected for audit was 5.5 per cent, which is an increase compared to the previous report which saw 4.7 per cent request voluntary deregistration. No hearing aid dispensers selected for audit requested voluntary deregistration. The highest rate was for arts therapists (12.8%) although they are one of the smaller professions on our Register, so the numbers involved are very small.

A lower rate of 3.3 per cent of those selected for audit across all professions did not renew their registration. This is a slight decrease compared to the previous report, which saw 3.6 per cent of those selected not renewing their registration. No hearing aid dispensers selected for audit failed to renew their registration. The highest rate was for orthoptists (9.1%). Again, this is also one of the smaller professions on our Register so the numbers involved are very small.

Under assessment

There are a very small number of registrants whose profiles remain 'under assessment' and only from two professions (social workers and psychologists). It is worth mentioning that these two professions went through the audit most recently compared to the other professions.

There is a number of different reasons why some registrants are still listed as being 'under assessment'. This includes a small number of registrants who did not renew their registration before the renewal deadline but who have subsequently been readmitted to the Register. If a registrant who has been selected for CPD audit chooses to deregister or not renew their registration but then applies for readmission within two years, they will be included in the next CPD audit.

It also includes registrants who have become the subject of a fitness to practise investigation after they are selected for CPD audit. In those cases, the CPD process is suspended until any fitness to practise investigation or proceedings have concluded.

Removals

Only 0.3 per cent (22 registrants) of those selected for audit were removed from the Register. This is a slight increase compared to the previous report, which saw 0.2% of those selected for audit being removed from the Register.

Those decisions were made because they had failed to submit either a CPD profile or further information in support of their profile. In each case the HCPC will have

given them several opportunities to comply before the decision was taken to remove them from the Register. No registrants were removed because their profile was assessed as not meeting the standards.

Appeals

Three appeals were made during the period covered by this report. In all cases the registrants had failed to submit their CPD profile (or the requested further information) to us in time. In one case, the registrant was allowed to defer their audit as there were extenuating circumstances that came to light during the appeal hearing. One appeal was allowed but subject to the registrant submitting a completed CPD profile. The third appeal has not yet concluded.

Conclusion

Our initial analysis is that there are no significant differences between the outcomes in different professions. Approximately 75–85 per cent of CPD profiles submitted for audit were accepted, and there was what appears to be a random fluctuation in the numbers of registrants in each profession deferring their audit, not renewing their registration or voluntarily deregistering. Most professions have seen an improvement in the percentage of CPD profiles that were accepted compared to previous audits.

The majority of profiles continue to demonstrate links between ongoing learning and benefits to practice and service users. The quality of the CPD profiles we have seen so far is high and continues to improve with each round of audits. This shows the commitment that registrants have to maintaining their CPD portfolios through a broad range of activities.

We hope that you have found this report informative. We are committed to implementing a process for CPD that is valuable and fair to registrants. Further research regarding our CPD standards will continue over the next twelve months which will further inform our understanding of this process.

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Further information

The following publications are available from our website at www.hcpc-uk.org/publications/brochures

- Your guide to our standards for continuing development
- Continuing professional development and your registration
- How to complete your continuing professional development profile

A number of audio-visual presentations relating to the CPD standards and audit process are available on our website at www.hcpc-uk.org/registrants/cpd

Sample profiles can be downloaded in the registrant section of our website at www.hcpc-uk.org/registrants/cpd/sampleprofiles

The following consultations are available from our website at www.hcpc-uk.org/publications/consultations

- Continuing Professional Development – Consultation paper
- Continuing Professional Development – Key decisions
- Consultation on an amendment to the Health Professions Council Standards for Continuing Professional Development

You can find more information on the CPD professional liaison group (PLG) on our website at www.hcpc-uk.org/aboutus/professionalliaisongroups/cpd

The Health and Social Work Professions Order 2001 is available on our website at www.hcpc-uk.org/aboutus/legislation/orders/.